



# SESHADRI RAO GUDLAVALLERU ENGINEERING COLLEGE

(An Autonomous Institute with Permanent Affiliation to JNTUK, Kakinada)

Seshadri Rao Knowledge Village, GUDLAVALLERU-521 356, Krishna District, A.P., India

(Approved by AICTE, New Delhi and Permitted by A.P. State Government)

Accredited by NAAC

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## PLACEMENT CELL ANNUAL REPORT

A.Y:2020-21

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
1	17481A0104	Allaparthi Phani Charan	B.Tech-CE	RamTech Uppal - Ramanthapur Rd In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
2	17481A0105	Andugala Jyothsna	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
3	17481A0108	Ariga Vamsi Krishna	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
4	17481A0109	Aslamur Rahaman	B.Tech-CE	Tech Mahindra Ltd. Special Economic Zone, Tower - I, Plot No. 22 to, 34, Tech Mahindra SEZ Rd, Jubilee Enclave, Madhapur, Telangana 500081	2.6
5	17481A0110	Badinedi Siva Naga Raju	B.Tech-CE	Mindtree Ltd. Divyasree Orion SEZ, 12th Floor, Block #6 North Tower Survey #66/1, Raidurga, Gachibowli, Hyderabad, Telangana 500032	3.1

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6	17481A0115	Boddapati Vijayalakshmi	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
7	17481A0118	Bommanaboyina Venkata Gopi	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
8	17481A0121	Boyina Manohar	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
9	17481A0123	C N V Shalini	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
10	17481A0124	Chandika Vinay Kumar	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4.0
11	17481A0127	Devanaboina Mani Chandana	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4



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12	17481A0130	Ede Chandu Harsha Vardhan	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
13	17481A0138	Gunja Venkatesh	B.Tech-CE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.5
14	17481A0139	Harika Annavarapu	B.Tech-CE	Tech Mahindra Ltd. Special Economic Zone, Tower - I, Plot No. 22 to, 34, Tech Mahindra SEZ Rd, Jubilee Enclave, Madhapur, Telangana 500081	2.6
15	17481A0140	Inteti Sai Suresh	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
16	17481A0141	Janjanam Tarun Manikanta	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
17	17481A0143	Jujjuvarapu Mamatha	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
18	17481A0155	Kasibhatla Sai Karthikeya	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4.0

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19	17481A0156	Katta Naga Durga Vara Prasad	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
20	17481A0157	Kodali Naveen	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
21	17481A0164	Korikani Sri Hari	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
22	17481A0170	Madala Krishnachaitanya	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
23	17481A0171	Madala Naveen	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
24	17481A0173	Mallisetti Gayathri Devi	B.Tech-CE	Moldtek Moldtek Technologies, Plot No.700, Rd Number 36, beside Talwar Hyundai Showroom, Aditya Enclave, Venkatagiri, Jubilee Hills, Hyderabad, Telangana 500035	3.2

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25	17481A0174	Manikanta Sunil Chintapalli	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
26	17481A0177	Matthi Teja Sree	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	3.0
27	17481A0178	Maturi Sai Sri Pooja	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
28	17481A0181	Moka Tarun Kumar	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
29	17481A0187	Naganaboina Sivaji	B.Tech-CE	NCC Ltd. M5MP+7PW, Sri Nagar Main Rd, near Gayathri Petrol Pump, Sri Nagar, Gajuwaka, Visakhapatnam, Andhra Pradesh 530012	2.2
30	17481A0190	Nandam Jayasri	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4

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31	17481A0192	N Bhagya Nagalakshmi	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
32	17481A0194	Nukathoti Sravani	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
33	17481A0197	Parime Raja	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
34	17481A01A2	Potu Lakshman Narayana	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
35	17481A01A3	Prathipati Manoj	B.Tech-CE	SATRA US Consulate Lane, Centre Point Building, #1-8-359-363, 4th floor, Sardar Patel Rd, Begumpet, Secunderabad, Telangana 500003	2.4
36	17481A01A5	Puritipati Mohith Gandhi Reddy	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2

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37	17481A01A6	Putti Ganesh Babu	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
38	17481A01B2	Shaik Rassool	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
39	17481A01B3	Shaik Subhani	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
40	17481A01B5	Sravanam Rajkumar	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
41	17481A01D1	Yemineni Hemanth Kumar	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
42	17481A01D5	B Naga Venkata Raghavaiah	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6

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43	17481A01D6	Panjala Rama Rao	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
44	18485A0102	Ch A V Naga Bapineedu	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	2.6
45	18485A0104	Kodali Sivaji	B.Tech-CE	Power Mech Projects Ltd. 2nd Floor, Lohia Towers, Nirmala Convent Rd, Gurunanak Nagar, Patamata, Benz Circle, Vijayawada, Andhra Pradesh 520010	2.2
46	18485A0107	Munipalli Kalwari	B.Tech-CE	AANM&VVRSR Polytechnic Gudlavalleru	2.4
47	18485A0110	Bommasani Vijay Kumar	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
48	18485A0113	Ganneboina Prasanna	B.Tech-CE	Sachivalayam Govt Of AP	2.6
49	18485A0114	Govada Vinay	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6

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50	18485A0118	Matta Priyanka	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
51	18485A0120	Anasuri Manikanta	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
52	18485A0121	Bandreddy Naga Naresh	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
53	18485A0130	Gujjarlamudi Venkatesh	B.Tech-CE	AANM&VVRSR Polytechnic Gudlavalleru	2.4
54	18485A0132	J Siva Rama Koteswara Rao	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
55	18485A0133	Jarugu Ramanjaneyulu	B.Tech-CE	Accenture Building No 1A Nd 1B Raheja Mind Space Madhapur, HUDA Techno Enclave, HITEC City, Hyderabad, Telangana 500086	4.5

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56	18485A0136	K P Naga Shanmukha Kumar	B.Tech-CE	Cadeploy Engineering Pvt. Ltd. 8th Floor, Water Mark Building Whitefields Road, Plot No. 11, Sy. No.9, Kondapur, HITEC City, Hyderabad, Telangana 500081	3.2
57	18485A0137	Kollipara Rohit Sai	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4.0
58	18485A0140	Majji Chanti Babu	B.Tech-CE	Bharat Electronics Ltd. C/O Wvd 91rsd Area, Kancharapalem Post, Visakhapatnam, Andhra Pradesh 530008	3.2
59	18485A0144	Nandyala Jogendra Sai Babu	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
60	18485A0145	Padam Yeshwanth Dinakar	B.Tech-CE	Power Mech Projects Ltd. 2nd Floor, Lohia Towers, Nirmala Convent Rd, Gurunanak Nagar, Patamata, Benz Circle, Vijayawada, Andhra Pradesh 520010	2.2
61	18485A0146	Palanki Naveen	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2



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62	18485A0205	Chinta Girish Varma	B.Tech-EEE	NOVUS GREEN ENERGY SYSTEMS LTD. FG95+28F, Mornington Rd, P & T Colony, Tirumalagiri, Secunderabad, Telangana 500015	1.56
63	17481A0229	Gunji Navya	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00
64	17481A0211	Chimata Uday Kiran	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5
65	17481A0206	Bethala Ravi Kiran	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
66	17481A0216	Devanaboina Jeevan Rajeev Kumar Raju	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
67	17481A0209	Boya Hema	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464

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68	18485A0207	Ghanta Sri Jaswanth	B.Tech-EEE	L&T Technology Services, Smartworks Spaces Pvt. Ltd, Amar Madhuban Tech Park 7th Floor, Opp Audi Showroom, Near Radha Chowk, Baner Highway Baner, Pune 411045 India	6.02
69	17481A0231	K Baby Naga Pranitha	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4
70	17481A0242	Kotcherlakota Sridhar	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
71	17481A0255	Mekala Vineetha	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
72	17481A02B8	Kadiyam Lakshmi Pavan Kumar	B.Tech-EEE	L&T Technology Services, Smartworks Spaces Pvt. Ltd, Amar Madhuban Tech Park 7th Floor, Opp Audi Showroom, Near Radha Chowk, Baner Highway Baner, Pune 411045 India	6.02

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73	17481A0263	Mynampudi Sujith	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
74	17481A0272	Pasupuleti Harsha Vardhani	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.5
75	17481A0246	Lanke Ravisai	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00
76	17481A0276	Porna Chandana Sri	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
77	17481A0297	Vanga Khyathi Naidu	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
78	17481A02B5	Velagapudi Rakesh	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464

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79	18485A0255	Gangula Ramesh	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
80	17481A0260	Mujje Harshavardhan Babu	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
81	17481A0267	Nerusu Vamsi Sai	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
82	17481A0250	Mandanakka Sri Ram	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
83	17481A0264	Nagireddy Pandu Ranga Rao	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8

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84	18485A0265	Sala Bhagyesh Kumar	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
85	17481A0274	Peetha Surya	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
86	17481A0239	Kota Gautham	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
87	18485A0226	Basu Sridhar Reddy	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
88	18485A0254	Dondapati Kishore Babu	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
89	17481A0208	Boppana Ramnivas	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36

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90	18485A0270	Yanamadala Harsha Vardhan	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
91	17481A0245	Lakkaraju Anil Kumar	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
92	18485A0259	Madina Vamsi Krishna	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
93	17481A0292	Tekkem Tarun	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
94	17481A02A1	Venuturumilli Venkat Royal	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8

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95	17481A0212	Choppara Akash	B.Tech-EEE	L&T Technology Services, Smartworks Spaces Pvt. Ltd, Amar Madhuban Tech Park 7th Floor, Opp Audi Showroom, Near Radha Chowk, Baner Highway Baner, Pune 411045 India	6.02
96	17481A02C2	Maram Reddy Venkata Chandrahas Reddy	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
97	18485A0215	Pasivedala Gopi Krishna	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
98	18485A0218	Senagavarapu Sivanagaraju	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
99	17481A0237	Kolavennu Nikhil Joshua	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
100	18485A0219	Shaik Salam	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8

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101	18485A0222	Tadigadapa Syam Krishna	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
102	18485A0225	Bhukya Bhanu Prasad Nayak	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
103	18485A0239	Lukka Naga Venkata Karthik	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
104	17481A0271	Papineni Anand Durga Prasad	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
105	17481A0203	Arepalli Hema Varshitha	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
106	18485A0220	Sunkara Durga Rajesh	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
107	17481A0204	Bade Bala Bhanusha	B.Tech-EEE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.5
108	17481A0232	Kagitha Padmapriya	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
109	17481A0234	Kattepaga Pragna	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
110	17481A0214	Chatragadda Eswar Chand	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja MindSPACE, Near HUDA Techno Enclave, Hitech City Road, Madhapur- 500081	2.32
111	17481A0252	Matta Deepika	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
112	17481A02A0	Venna Sravani	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
113	17481A02A2	Vesapogu Greeshma	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
114	18485A0249	Anagani Himakar	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
115	18485A0208	Gudlavalleti Nagamani Deepika	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
116	18485A0212	Kodali Sri Tejaswi	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
117	18485A0233	Gorla Harika	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
118	17481A0256	Miriyala Mounika	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
119	18485A0250	Arumulla Bhavani Shankar	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
120	18485A0268	Vasana Nagenndrra Babu	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
121	17481A02C4	Manam Nikhil	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
122	18485A0242	Prathipati Hema Naga Mounika	B.Tech-EEE	ATOS-SYNTTEL, Hyderabad, Telangana	3
123	18485A0246	Uppuleti Krupa Rao	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad	4.00
124	17481A0215	Deekshitha Vutla	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur- 500081	4.5
125	18485A0210	Kodali Naveen Kumar	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
126	17481A0220	Eluri Manideep	B.Tech-EEE	First data development pvt ltd, Mumbai, India	6.62
127	17481A0248	Lukka Sai Teja	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur- 500081	4.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
128	17481A0207	Bethapudi Samuel Sanjeeva Reddy	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
129	18485A0248	Veerla Naga Venkata Ravi Kumar	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.5
130	18485A0263	Mohammad Zulkhar Nain	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00
131	17481A0241	Kotaprolu Avinash	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
132	17481A0282	Repalle Ganesh Babu	B.Tech-EEE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.5
133	17481A0291	Teki Lakesh Dharma	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9531	3.6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
134	18485A0238	Lingam Nagalakshmi	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.1
135	17481A0262	Murala Venkata Sri Sai Ramesh	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
136	17481A0218	Dokku Niharika	B.Tech-EEE	US TECHNOLOGY PVT LTD Awfis, N heights, plot no 38, phase 2, Siddiq Nagar, HITEC City, Hyderabad, Telangana 500081	3.5
137	17481A0202	Anupoju Sai Teja	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.02
138	17481A0217	Devi Satwika Chirala	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.02
139	17481A0201	Ankunuri Parimala	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
140	17481A0235	Koduri Navya Sai	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.02
141	17481A0288	Swarna Maruthi Lakshman	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
142	17481A0249	Majety Durga Lahari	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.02
143	17481A0284	Sanagavarapu Naga Susmitha Devi	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.5
144	18485A0267	T N Shaie Charan	B.Tech-EEE	L&T Technology Services, Smartworks Spaces Pvt. Ltd, Amar Madhuban Tech Park, 7th Floor, Opp Audi Showroom, Near Radha Chowk, Baner Highway, Pune 411045,India	6.02
145	17481A0223	Gariganti Narendra Babu	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9531	3.6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
146	18485A0253	Dasari Mohan Harish	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9531	3.37
147	17481A02A7	Thammineedi Harsha Venkata Sai	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.37
148	17481A0283	Repalle Vamsi	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.5
149	17481A0247	Lingala Sai Naveen	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9531	3.6
150	18485A0229	Dasari Sai Siva Ram	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.37
151	18485A0252	Bejjanki Konda Sivasankararao	B.Tech-EEE	L&T Technology Services, Smartworks Spaces Pvt. Ltd, Amar Madhuban Tech Park, 7th Floor, Opp Audi Showroom, Near Radha Chowk, Baner Highway, Pune 411045,India	6.02

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
152	17481A0236	Kolagatla Dinesh Reddy	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
153	18485A0228	Bhavanasi Karishma	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.37
154	18485A0240	Nomula Durga Raju	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.37
155	17481A02A5	Yemmani Suresh	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
156	17481A0269	Palli Sridevi	B.Tech-EEE	Phenom People Pvt.Ltd Plot No.5&6, 6th floor, White Field Rd, Kondapur, Telangana 500093	6.74
157	17481A0257	Morampudi Ravi	B.Tech-EEE	I BASEIT LTD, Plot No:76 & 76A, Jubilee Enclave, Madhapur, Telangana 500081	8.5
158	18485A0213	Madasu Vishnu Priya	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9531	3.6



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
159	17481A02C0	Kolasani Venkata Harika	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
160	18485A0227	Beeram Ranga Sai	B.Tech-EEE	PANCHAYATHY SECRETARY (DIGITAL ASSISTANT), Andhra Pradesh	1.8
161	18485A0245	Thokala Hemalatha	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.1
162	17481A0244	Kunapa Reddy Venkat Yashwanth	B.Tech-EEE	Capgemini Technology Solutions India Ltd. 1-7 Floors, Building H-07 Phoenix Infocity Special Economic Zone Sy No. 30(P), Lingampally, Gachibowli Rd, Hyderabad, Telangana 500082	3.00
163	17481A0240	Kotaprolu Akhilesh	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
164	17481A0227	Goriparthi Sai Kiran	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
165	18485A0203	Bobbarapalli Krishnapriya	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
166	18485A0217	Ramisetty Rajesh	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
167	18485A0244	Surugula Chaitanya Kumar	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
168	18485A0262	Mohammad Hussain	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
169	17481A0224	Geddam Pavan Kalyan	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00
170	17481A0243	Kukkala Satya Vara Prasad	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
171	17481A0293	Thummapudi Raghavendra Sessa Sai	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00
172	18485A0241	Porapu Kishore	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00
173	18485A0260	Medanki Pavan Kumar	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00
174	17481A02A6	Yenugudhati Pavan Kumar Raju	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
175	18485A0236	Karampudi Jagadeesh	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
176	17481A0289	Talari Raja Kullayappa	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
177	17481A0303	Anudeep Dasari	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
178	17481A0307	Bandhamravuri Sunilkumar	B.Tech -ME	Cigniti Technologies 46-C,Velachery Main Road ,Velachery,Chennai-600042	3.2
179	17481A0308	Batta Urmila	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune -411018	2.6
180	17481A0310	Beeram Thanuja	B.Tech -ME	CENERG Global Tools, Isnapur-Indira Karan Rd, Pashamylaram, Telangana 502307	1.92
181	17481A0311	Bellani Rajesh	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
182	17481A0312	Bezawada Krishna Chaitanya Kumar	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
183	17481A0315	Chepuri Susmitha	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
184	17481A0317	Chitturi Eswar Naga Sai Mani Kumar	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
185	17481A0319	Dasari Prudhvi Sagar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
186	17481A0321	Davuluri Pradeep	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
187	17481A0322	Devanth Parchuri	B.Tech -ME	Capgemini Technology Services India Limited 164-165,EPIP Phase 2,EPIP Industrial Area,Whitefield,Benguluru 560056	3.8
188	17481A0324	Domathoti Varun	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
189	17481A0325	Dondapati Vijay Kumar Reddy	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
190	17481A0326	Elchuri Kiran Kumar	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
191	17481A0328	Garikimukku Manoj	B.Tech -ME	Ramtech, 3rd floor, Usha Kiran 141, S.D. Road Secunderabad – 500003, India	1.4
192	17481A0332	Grandhi Jaya Siva Rama Naga Vamsi	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
193	17481A0333	Gude Kesava Manikanta Siva	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
194	17481A0335	Gutti Joga Syama Sundara Rao	B.Tech -ME	Tech mahindra Limited,Gateway Buliding ,Apollo Bunder,Mumbai 400001,India	3.25
195	17481A0337	Jujjhavarapu Raghava	B.Tech -ME	Infosys Limited 44,Infosys Avenue,Electronics City,Hosur Roadf,Bangalore 560100,India	3.6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
196	17481A0339	Jwala Lohitt	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
197	17481A0341	Kanikanti Ramsai	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
198	17481A0342	Karamsetty Venkata Satya Manikanta Gopal	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46
199	17481A0343	Kethireddy Hari Durga Prasad Reddy	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
200	17481A0344	Kodali Venkata Praveen Kumar	B.Tech -ME	RamTech Consulting, Ramanthapur Rd, Ramanthapur, Hyderabad, Telangana 500013	1.4
201	17481A0345	Kotte Raja Babu	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
202	17481A0346	Kuchipudi Akshay	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
203	17481A0347	Kukkala Pavan Kumar	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
204	17481A0348	Kuraku Lokesh Manikanta	B.Tech -ME	RamTech Consulting 2nd Floor,Wing-A,Block-1,M/s.NSI.SEZ )PVT.LTD,Polt NO-6,Sy No-1,IDA,UPpat,Hyd-500039	1.4
205	17481A0351	Maddula Manikanta	B.Tech -ME	Cognizant Technology Solutions India Private Limited 115/535.Old Mahabalipuram Road,Okkirm Thoraipakkam,Chennai-600097	2.29
206	17481A0352	Madiri Vasavi	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
207	17481A0354	Manda Prasanth Kumar	B.Tech -ME	Cognizant Technology Solutions India Private Limited 115/535.Old Mahabalipuram Road,Okkirm Thoraipakkam,Chennai-600097	4.01



S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
208	17481A0355	Mandava Likesh Sai	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
209	17481A0356	Manikonda Sree Latha	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune -411018	2.6
210	17481A0360	Matti Bhargava Sai	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune -411018	2.6
211	17481A0364	Munagala Venkata Naga Sai	B.Tech -ME	Cognizant Technology Solutions India Private Limited 115/535.Old Mahabalipuram Road,Okkirm Thoraipakkam,Chennai-600097	4.01
212	17481A0365	Munipalli Pavan Kalyan	B.Tech -ME	Ramtech, 3rd floor, Usha Kiran 141, S.D. Road Secunderabad – 500003, India	1.4
213	17481A0366	N Dheeraj Srinivas	B.Tech -ME	Infosys Limited 44,Infosys Avenue,Electronics City,Hosur Roadf,Bangalore 560100,India	3.6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
214	17481A0368	Narepalepu Saket Baba	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
215	17481A0369	Nidumolu Raja Ganesh	B.Tech -ME	ICICI Home Finance Company Limited Andheri Kurla Road,J.B Road Andheri ,Mumbai 400059,India	3.6
216	17481A0370	Padamata Pavan Venkateswararao	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
217	17481A0371	Pagolu Hemanth Babu	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
218	17481A0373	Parise Ramesh	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.45
219	17481A0374	Pedamallu Dinesh Sai	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
220	17481A0375	Perumalla Mohith	B.Tech -ME	Kantar GDC India Private Ltd.7tgh Floor Orion BLock,The 5,Ascendas IT Park,Plot No.17,Software Units Layout,Madhapur,Hyderbad-500081,India	1.92
221	17481A0376	Pisupati Chandrakanth	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
222	17481A0377	Polagani Jagadesh	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
223	17481A0378	Polukonda Sai Kumar	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
224	17481A0379	Potnuri Sai Prakash	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
225	17481A0380	Pulletikurthi Sai Krishna	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
226	17481A0383	Ravi Vamsi	B.Tech -ME	Wipro IN-TG-Hyderabad	4
227	17481A0391	Shaik Mohammed Ibraheem Naseer	B.Tech -ME	RamTech Consulting, Ramanthapur, Hyderabad, Telangana 500013	1.4
228	17481A0392	Shaik Nayak Rasul	B.Tech -ME	Wipro IN-TG-Hyderabad	4
229	17481A0394	Shaik Rafi	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
230	17481A0396	Sunkara Mohan Rama Krishna Ganesh	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
231	17481A0397	Sunkara Pavan Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
232	17481A0398	Tadepalli Sai Aneesh	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road, Velachery, Chennai-600042	1.46
233	17481A0399	Talari Manoah Daniel	B.Tech -ME	TCS Limited, Nirmal Building, 9th floor, Narimani Point, Mumbai 400021, India	3.36
234	17481A03A0	Thota Teja Rakesh Kumar	B.Tech -ME	JBM Auto Limited #601, Hemkunt Chambers, 89, Nehru Place, New Dehli -110019	1.8
235	17481A03A2	Tummala Sujith Kumar	B.Tech -ME	JBM Auto Limited #601, Hemkunt Chambers, 89, Nehru Place, New Dehli -110019	1.8
236	17481A03A4	Uppala Revanth Sai	B.Tech -ME	JBM Auto Limited #601, Hemkunt Chambers, 89, Nehru Place, New Dehli -110019	1.8
237	17481A03A5	Uppala Vivek	B.Tech -ME	Accenture, Shivaji Gardens, Mount Poonamallee Rd, Chennai, Tamil Nadu 600089	4
238	17481A03A7	Valluru Pavan Kumar	B.Tech -ME	JBM Auto Limited #601, Hemkunt Chambers, 89, Nehru Place, New Dehli -110019	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
239	17481A03A8	Vampugani Sumanth	B.Tech -ME	RamTech Consulting, Ramanthapur, Hyderabad, Telangana 500013	1.4
240	17481A03B1	Vatrapu Komali	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune -411018	2.6
241	17481A03B2	Veeranki Konda Babu	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
242	17481A03B6	Virivada John Babu	B.Tech -ME	Cognizant Technology Solutions India Pvt. Ltd.	4.5
243	17481A03C0	Kurama Pavan Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
244	17481A03C6	Gattu Venkata Rajasekhar	B.Tech -ME	INFOSYS, Hyderabad	3.6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
245	17481A03C8	Kolluri Beryl Samudralu	B.Tech -ME	BYJU'S Vijay-Door No :46-11-16,4th Floor,Grand Palace Building ,NEar ANR Shopping mall,Beside HOTEL SAROVAR,Visakhapatana m,Andhra Pradesh 530016	3
246	17481A03D0	Tunduru Subba Raju	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
247	17481A03D1	Sadineni Jaya Krishna	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
248	17481A03D2	Kolapalli Sai Krishna Sathwik	B.Tech -ME	Avineon India Private Limited Cyber Gateway,Block'A' 1st Floor ,HITEC City Madhapur,Hyderbad,Telangana,INDia-500081	1.92
249	17481A03D5	Ganji Pavan Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
250	17481A03D8	Dhulupudi Ravi Chandra	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
251	17481A03E1	Settipalli Nagaraju	B.Tech -ME	INFOSYS, Hyderabad	3.6
252	17481A03E2	Gopiseti Ravindra Saradhi	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
253	17481A03E4	Sane Anantha Bhaskar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
254	17481A03E8	Tammana Murali Sai Samba Siva Kumar	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune -411018	2.6
255	17481A03E9	Bodigadda Satish Kumar	B.Tech -ME	INFOSYS, Hyderabad	3.6
256	17481A03F1	Gandreddi Appala Raju	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
257	18485A0301	Mohammad Imran	B.Tech -ME	BYJUS, Bangalore	3



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
258	18485A0302	Tatakula Jagadeesh	B.Tech -ME	Infosys Limited 44,Infosys Avenue,Electronics City,Hosur Roadf,Bangalore 560100,India	3.6
259	18485A0304	Tankasala Naga Sai Venkata Vara Prasad	B.Tech -ME	RamTech Consulting, Ramanthapur, Hyderabad, Telangana 500013	1.4
260	18485A0305	Manepalli Pavan Satya Naga Sai Ram	B.Tech -ME	TVS Educational Society Jayalakshmi Este,29,Haddaws Road,Chennai - 600006,Tamilnadu,India	1.8
261	18485A0309	Gunturu Vinay Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
262	18485A0310	Garapati Venkata Sai Durga	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
263	18485A0311	Pamarthi Eswar Veera Venkata Mani Shankar	B.Tech -ME	TVS Educational Society Jayalakshmi Este,29,Haddaws Road,Chennai - 600006,Tamilnadu,India	1.8
264	18485A0312	Avanigadda Kishore	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
265	18485A0314	Doddaka Chandra Sekhar	B.Tech -ME	2COMS Consulting Pvt. Ltd, Hyderabad, Telangana 500082	2.16
266	18485A0316	Anagani Naga Ganesh	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
267	18485A0318	Chakka Chakravarthi	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
268	18485A0319	Devanaboina Sri Krishna	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
269	18485A0320	Garikipati Dinesh Varma	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
270	18485A0322	Gattireddy Dinesh	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46
271	18485A0325	Mangadoddi Sankar Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
272	18485A0330	Pampana Durga Naveen	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road, Velachery, Chennai-600042	1.46
273	18485A0332	Veliventi Naga Venkata Sai Prabhakar	B.Tech -ME	JBM Auto Limited #601, Hemkunt Chambers, 89 , Nehru Place, New Dehli -110019	1.8
274	18485A0334	Kagitha Lokesh	B.Tech -ME	Capgemini Technology Services India Limited	4
275	18485A0335	Kollareddy Praneethreddy	B.Tech -ME	Resolute Star Private Limited Building-2, Plot No S-1/part/B, Sy.No 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R District ,Telangana-501359	1.8
276	18485A0336	Lukka Chaitanya Kumar	B.Tech -ME	Resolute Star Private Limited Building-2, Plot No S-1/part/B, Sy.No 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R District ,Telangana-501359	1.8
277	18485A0337	Matta Nareshbabu	B.Tech -ME	JBM Auto Limited #601, Hemkunt Chambers, 89 , Nehru Place, New Dehli -110019	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
278	18485A0338	Nalluri Vamsi Krishna	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
279	18485A0342	Mohammed Gouse Pasha	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
280	18485A0345	Amballa Ravi Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
281	18485A0346	Peram Pandu	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,Ravirala Village,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
282	18485A0347	Perumalla Sai Prakash	B.Tech -ME	INFOSYS, Hyderabad	3.6
283	18485A0348	Veeravarapu Gowtham	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
284	18485A0350	Devineni Teja Chandra Ravikumar	B.Tech -ME	INFOSYS, Hyderabad	3.6
285	18485A0351	Pasupuleti Krishna Sai Ram	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
286	18485A0352	Annepu Yageswara Rao	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
287	18485A0355	Munakala Madhu	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
288	18485A0356	Polagani Venkata Sai Abhimanyu	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli -110019	1.8
289	17481A0386	SAMMETA YOGA SRIDHAR	B.Tech -ME	JSW Paints Private Limited , Mumbai	4.5
290	17481A0309	Battipati Susmitha	B.Tech -ME	Wipro IN-TG-Hyderabad	3.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
291	17481A0316	Chitroju Satyanarayana	B.Tech -ME	TCS, Mumbai	3.6
292	18485A0349	Jammula Gopi	B.Tech -ME	TCS, Mumbai	3.6
293	18485A0359	Vatapalli Siva Dev	B.Tech -ME	TCS, Mumbai	3.6
294	17481A0401	Adavi Brahmaiah	B.Tech-ECE	Wipro, Bangalore	3.5
295	17481A0403	Mahabub Afroz Khan	B.Tech-ECE	Fareportal, Pune	1.32
296	17481A0404	Allu Harinadh Reddy	B.Tech-ECE	Galaxe Solutions, Bangalore	4.5
297	17481A0405	Amarlapudi Vijay Kumar	B.Tech-ECE	Infinite, Bangalore	3.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
298	17481A0406	Anagani Ramu	B.Tech-ECE	Quest, Bangalore	3
299	17481A0407	Andraju Ganesh	B.Tech-ECE	Fareportal, Pune	1.32
300	17481A0408	Angadala Mahesh Babu	B.Tech-ECE	Galaxe Solutions, Bangalore	4.5
301	17481A0409	Anipireddy Mahendra	B.Tech-ECE	TCS, Hyderabad	3.36
302	17481A0410	Bhavana Ankem	B.Tech-ECE	TCS, Hyderabad	3.36
303	17481A0411	Ankem Venkata Raghavendra Kalyan	B.Tech-ECE	Accenture WaveRock SEZ, Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
304	17481A0412	Arava Priskilla	B.Tech-ECE	Quest, Bangalore	3

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
305	17481A0413	Arigelaleela Kalyani	B.Tech-ECE	Quest, Bangalore	3
306	17481A0414	Asuri Jyotsna	B.Tech-ECE	Infosys, Bangalore	3.6
307	17481A0415	Atmuri Tejaswi	B.Tech-ECE	Moschip, Hyderabad	1.8
308	17481A0417	Balla Dani Hemanth	B.Tech-ECE	TCS Core, Hyderabad	3.36
309	17481A0418	Bandaru Venkata Appala Sai Janardhan	B.Tech-ECE	CTS, Chennai	4
310	17481A0419	Bandarupalli Naga Vinay	B.Tech-ECE	Fareportal, Pune	1.32
311	17481A0420	Batraju Kusuma Naga Lalitha	B.Tech-ECE	Wipro, Bangalore	3.5



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
312	17481A0421	Batta Hema Sundari	B.Tech-ECE	Galaxe Solutions, Bangalore	4.5
313	17481A0422	Battina Vijaya Durga	B.Tech-ECE	TCS, Hyderabad	3.36
314	17481A0423	Battu Priyanka	B.Tech-ECE	Mphasis, Pune	4
315	17481A0424	Bezawada Sudheer	B.Tech-ECE	TCS, Mumbai	3.36
316	17481A0425	Bhiravabhotla Venkata Mounika	B.Tech-ECE	TCS, Bhubaneswar	3.36
317	17481A0426	Boddu SivaRamaKrishna	B.Tech-ECE	Infinite, Bangalore	3.5
318	17481A0427	Bodi Leela Prabhakar	B.Tech-ECE	Accenture WaveRock SEZ, Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
319	17481A0428	Bommidi Akhila	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
320	17481A0429	Boyina Padmaja	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
321	17481A0430	Bura Triveni	B.Tech-ECE	Moschip, Hyderabad	1.8
322	17481A0431	Ch.Yogaanjaneya Krishna Sujith	B.Tech-ECE	Quest, Bangalore	3
323	17481A0432	Chandana Manoj Kumar	B.Tech-ECE	Hexaware Technologies Ltd H-5, Sipcot IT park, Navallur Post, Kancheepuram District, Siruseri-603103, Chennai	3.5
324	17481A0433	Chandika Ramya	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
325	17481A0436	Chilamkurthi Harivardhan	B.Tech-ECE	TCS ELXSI-Core, Pune	3.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
326	17481a0438	Chinneri Bhanu Teja	B.Tech-ECE	Prodapt, Bangalore	4
327	17481A0439	Chintada Sai Suresh	B.Tech-ECE	Fareportal, Pune	1.32
328	17481A0440	Chitturu Pavan Kumar	B.Tech-ECE	Galaxe Solutions, Bangalore	4.5
329	17481A0441	Chowdavarapu Yamini	B.Tech-ECE	Infinite, Bangalore	3.5
330	17481A0442	Chowta Mani Naga Surendra	B.Tech-ECE	Accenture 8-266/7,Mantri Celestia,ISB Rd,Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
331	17481A0443	Daggubati Hari Priya	B.Tech-ECE	TCS, Mumbai	3.36
332	17481A0446	Deekshit Kumar Reddy Chevuru	B.Tech-ECE	Accenture SEZ,IT/ITES,Nanakramgud a Village, Serilingampally Mandal, Ranga Reddy District Hyderabad, Telangana 500008 Phone: 099859 30061	4.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
333	17481A0448	Ratna Mani Dharmavarapu	B.Tech-ECE	Iopex, Bangalore	3
334	17481A0449	Dhulipala Jagadeeswari	B.Tech-ECE	Quest, Bangalore	3
335	17481A0450	Aruna Divve	B.Tech-ECE	TCS, Chennai	3.36
336	17481A0451	Veeranjaneyulu Doddakula	B.Tech-ECE	Colruyt, Hyderabad	3.5
337	17481A0452	Edha Sai Nikhil Reddy	B.Tech-ECE	Fareportal, Pune	1.32
338	17481A0453	Fareeda	B.Tech-ECE	TCS, Chennai	3.36
339	17481A0454	Gandrapu Rama Harika	B.Tech-ECE	Infosys, Bangalore	3.6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
340	17481A0455	Gangula Yadu Vamsi	B.Tech-ECE	Mind Tree, Bhubaneswar	4
341	17481A0456	Ganiseti Keerthi Naidu	B.Tech-ECE	Wipro, Bangalore	3.5
342	17481A0457	Ganjikunta Nikil	B.Tech-ECE	Soctronics, Guntur	1.44
343	17481A0459	Garikipati Chiranjeevi	B.Tech-ECE	TCS, Chennai	3.36
344	17481A0460	Garikipati Raghava Ranjith Kumar	B.Tech-ECE	Wipro , Bangalore	3.5
345	17481A0461	Gatti Gani Babu	B.Tech-ECE	Infosys , Mysore	3.6
346	17481A0462	Suma Gera	B.Tech-ECE	TCS , Hyderabad	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
347	17481A0464	Godavarthi Samyuktha	B.Tech-ECE	Apps Associates , Hyderabad	4.5
348	17481A0465	Goduguluri Lakshmi Durga	B.Tech-ECE	Accenture No.7, DivyaSree Point, OMR Service Rd, Laxmi Nagar Extension, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 4078 2183	4.5
349	17481A0466	Goli Nagavenkata Pavankumar	B.Tech-ECE	TCS , Hyderabad	3.36
350	17481a0468	Gorle Saikumar	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
351	17481A0469	Gottipati Ranjith Kumar	B.Tech-ECE	TCS-ELXI , Hyderabad	3.36
352	17481A0470	Guddanti Tirumala Krishna Sai Prasad	B.Tech-ECE	TCS , Tiruvananthapuram	3.36
353	17481A0471	Naga Venkata Siva Sai Gudibandla	B.Tech-ECE	TCS , Hyderabad	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
354	17481A0474	Gummadi Vidhya Sree	B.Tech-ECE	Infosys , Bangalore	3.6
355	17481a0475	Gunji Poojitha	B.Tech-ECE	Innominds , Hyderabad	2.4
356	17481A0476	Injam Venkatarao	B.Tech-ECE	Capgemini C83J+J45, Kokapet, Hyderabad,Telangana 500075	3.8
357	17481A0477	Jagarlapudi Lakshmi Indrani	B.Tech-ECE	TCS , Hyderabad	3.36
358	17481A0478	Jammigumpula Koteswara Rao	B.Tech-ECE	TCS , Hyderabad	3.36
359	17481A0480	Jidagam Deepthi	B.Tech-ECE	Kaptius , Hyderabad	5
360	17481A0482	Jonnala Diwakar Reddy	B.Tech-ECE	Wipro , Bangalore	3.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
361	17481A0483	Kakumanu Rohith	B.Tech-ECE	APPS Associates , Hyderabad	4.5
362	17481A0484	Kalavala Harika	B.Tech-ECE	TCS , Chennai	3.36
363	17481A0485	Kallagunta Ajay Kumar	B.Tech-ECE	TCS , Hyderabad	3.36
364	17481A0486	Kallepalli Krishna Veni	B.Tech-ECE	Thundersoft India Pvt Ltd. , Hyderabad	4
365	17481A0487	Kama Isaac	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
366	17481A0489	Kancharla Navya Jyothi	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
367	17481A0490	Kancharla Veera Venkata Sai Krishna	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
368	17481A0491	Kancherla Suma Sree	B.Tech-ECE	TCS , Mumbai	3.36
369	17481A0493	Kanolla Siva Kumar	B.Tech-ECE	Manjeera Trinity Corporate , Hyderabad	2.5
370	17481A0494	Kanumolu Kali Vara Prasad	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	5.4
371	17481A0496	Kareti Bhavana	B.Tech-ECE	Infosys , Bangalore	3.6
372	17481A0497	Katti Nani Babu	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4
373	17481A0499	Kolli Pujitha Sai	B.Tech-ECE	Amdocs Tower 2, CYBER CITY, Magarpatta Inner Circle, Cybercity, Magarpatta, Hadapsar, Pune, Maharashtra 411028	4
374	17481A04A1	Phaneendra Kommanamanchi	B.Tech-ECE	TCS , Hyderabad	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
375	17481A04A2	Konatham Himasree	B.Tech-ECE	Accenture , Hyderabad	4.5
376	17481A04A3	Konatham Lakshmi Poojitha	B.Tech-ECE	Infosys , Mysore	3.6
377	17481A04A5	Konatham Vijay Krishna	B.Tech-ECE	Accenture , Hyderabad	4.5
378	17481A04A6	Kondapaturi Mahit Sai	B.Tech-ECE	TechM , Hyderabad	3.25
379	17481A04B0	Kota Satish	B.Tech-ECE	Kaptius , Hyderabad	5
380	17481A04B1	Kotha Sai Ganesh Manikanta	B.Tech-ECE	Mphasis , Pune	4
381	17481A04B3	Arundhathi Kuricheti	B.Tech-ECE	TCS , Hyderabad	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
382	17481a04B6	Lanka Chandana	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
383	17481A04B8	M Om Sai Venkata Revanth	B.Tech-ECE	Infosys , Bangalore	3.6
384	17481a04C0	Madipalli Chaitanya Prudhvi	B.Tech-ECE	Wipro , Bangalore	3.5
385	17481A04C1	Madupalli Venkata Sai Praneeth	B.Tech-ECE	Infosys , Bangalore	3.6
386	17481A04C2	Manepalli Vasudeva Rao	B.Tech-ECE	Infosys , Bangalore	3.6
387	17481A04C3	Manti Ramanjaneyulu	B.Tech-ECE	TechM , Hyderabad	3.25
388	17481A04C4	Mavuluri Swathi	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
389	17481A04C5	Meda Navyasri	B.Tech-ECE	Infosys , Bangalore	3.6
390	17481A04C7	Merugu Vijaya Sri	B.Tech-ECE	Infosys , Bangalore	3.6
391	17481A04C8	Merugumilli Naga Sai Krishna	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
392	17481A04C9	Mohammad Asgar Ali Ansari	B.Tech-ECE	Infosys , Bangalore	3.6
393	17481A04D1	Moka Bhagya Raj	B.Tech-ECE	TCS , Hyderabad	3.36
394	17481A04D3	Murala Sai Naga Sandeep	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
395	17481A04D4	Muthireddy Akash	B.Tech-ECE	INFYITQ , Mysore	3.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
396	17481A04D5	Nagabothu Sri Ram	B.Tech-ECE	TCS , Hyderabad	3.36
397	17481A04D6	Naganaboina Pavan Kumar	B.Tech-ECE	Infosys , Mysore	3.6
398	17481A04D7	Namburu Venkata Siva Mohith	B.Tech-ECE	Wipro , Hyderabad	3.5
399	17481A04D8	P. Ravi Chandrika	B.Tech-ECE	Infosys , Hyderabad	3.6
400	17481A04D9	Palle Saran Kumar Reddy	B.Tech-ECE	Accenture WaveRock SEZ,Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
401	17481A04E0	Panchanapu Surya Varunkanth	B.Tech-ECE	Aptroid , Hyderabad	3
402	17481A04E1	Panthagani Madhulatha	B.Tech-ECE	TCS , Hyderabad	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
403	17481A04E4	Parisa Harsha Naga Sai Kiran	B.Tech-ECE	Accenture WaveRock SEZ, Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
404	17481A04E6	Paruchuru Sai Nithin	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4
405	17481A04E8	Penta Jyothirmai	B.Tech-ECE	Accenture , Hyderabad	4.5
406	17481A04E9	Penumaka Suma	B.Tech-ECE	CTS , Hyderabad	4
407	17481A04F1	Penumudi Saipriya	B.Tech-ECE	Accenture , Hyderabad	4.5
408	17481A04F2	Perapragada Sai Naga Alekhya	B.Tech-ECE	Accenture , Hyderabad	4.5
409	17481A04F4	Pittu Venkat Reddy	B.Tech-ECE	Accenture , Hyderabad	4.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
410	17481A04F5	Pothula Gopi Krishna	B.Tech-ECE	Wipro , Bangalore	3.5
411	17481A04F6	Pothuri Lilli Srinija	B.Tech-ECE	TCS , Hyderabad	3.36
412	17481A04G0	Puppala Naimesha	B.Tech-ECE	Kaptius , Hyderabad	5
413	17481A04G1	Pusala Sreedatta	B.Tech-ECE	Accenture , Hyderabad	4.5
414	17481A04G2	Putta Kalyani	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4
415	17481A04G3	Rayapudi Uday	B.Tech-ECE	Wipro , Hyderabad	3.5
416	17481A04G4	Rayigiri Venkata Sirisha	B.Tech-ECE	Infosys , Mysore	3.6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
417	17481A04G5	Rentala Venkata Saidulu	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
418	17481A04G7	Sambangi Sneha Latha	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
419	17481A04G8	Sanaka Ojeswini	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
420	17481A04G9	Sanikommu Indra Kumar Reddy	B.Tech-ECE	Accenture , Hyderabad	4.5
421	17481A04H2	Shaik Anees Ahammed	B.Tech-ECE	Infosys , Bangalore	3.6
422	17481A04H3	Shaik Riyaz	B.Tech-ECE	Accenture , Hyderabad	4.5
423	17481A04H4	Shaik Saida	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
424	17481A04H5	Shaik Yousuf Ismail	B.Tech-ECE	Infosys , Mysore	3.6
425	17481A04H6	Siddula Spandana	B.Tech-ECE	Smart Rotamac , Hyderabad	2.6
426	17481A04H8	Sri Tanuja Machina	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4
427	17481A04I1	Venkata Siri Suvva	B.Tech-ECE	TCS , Hyderabad	3.36
428	17481A04I3	Talari Ramya Sree	B.Tech-ECE	Infosys , Mysore	3.6
429	17481A04I4	Talluri Lalitha Aishwarya Lakshmi	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
430	17481A04I5	Tankala Laya Sri	B.Tech-ECE	Accenture , Hyderabad	4.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
431	17481A04I6	Tankala Venkata Lakshmi	B.Tech-ECE	TCS Core , Hyderabad	3.36
432	17481A04I7	Thota Rajasree	B.Tech-ECE	Accenture WaveRock SEZ,Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
433	17481A04I8	Thummala Gagana Sai	B.Tech-ECE	Iopex, Bangalore	3
434	17481A04I9	Udayagiri Dileep	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
435	17481A04J0	Uppala Naga Malleswara Rao	B.Tech-ECE	Infosys, Mysore	3.6
436	17481A04J1	Upputholla Loknivas	B.Tech-ECE	TCS, Hyderabad	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
437	17481A04J2	Vaddineni Hari Siva Prakash	B.Tech-ECE	TechM-Cerum Pvt. Ltd. , Bangalore	3.1
438	17481A04J3	Vadlamannati Valli Yamini	B.Tech-ECE	TCS , Hyderabad	3.36
439	17481A04J5	Valluri Anusha	B.Tech-ECE	Accenture SEZ,Blok-5B,7A,7B,SyNos.51 to 64/4Bellandur village,Varthur Hobli,Bengaluru-56037,Karnataka	4.5
440	17481A04K0	Veeraboina Sivani	B.Tech-ECE	Infosys , Mysore	3.6
441	17481A04K1	Veeranki Ramya	B.Tech-ECE	TCS , Hyderabad	3.36
442	17481A04K2	Vijjirothu Mounica	B.Tech-ECE	Accenture Global Villasse Tech Park Mindtree Phase-5, RV Vidyaniketan, Mailasandra, Bengaluru, Karnataka 560059	4.5
443	17481A04K3	Vikkurthi Pujitha	B.Tech-ECE	Infosys , Mysore	3.6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
444	17481A04K4	Vura Mohan Vamsi	B.Tech-ECE	TCS , Hyderabad	3.36
445	17481A04K5	Yarra Narendra Kumar	B.Tech-ECE	CTS , Bangalore	4
446	17481A04K6	Yekula Bhavani	B.Tech-ECE	Wipro , Bangalore	3.5
447	17481A04K7	Yelchuri Bindu Naga Venkata Sai Suneela	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
448	17481A04K8	Vatte Pravallika	B.Tech-ECE	Capgemini Financial District,IT Park, Nanakramaguda, Gachibowli, Hyderabad, Telangana 500006,phone: 040 6652 6000	3.8
449	17481A04L0	Paka Venkata Sai Ram	B.Tech-ECE	CTS , Hyderabad	4
450	17481A04L1	Adi Durga Sravanthi	B.Tech-ECE	Wipro , Bangalore	3.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
451	17481A04L3	Katari Thirumala Reddy	B.Tech-ECE	TCS , Mumbai	3.36
452	17481A04L4	Madabathula Syam Sundar	B.Tech-ECE	Accenture SEZ, Block-5B, 7A,7B, SyNos.51 to 64/4, Bellandur Village, Varthur Hobli, Bengaluru-56037, Karnataka	4.5
453	17481A04L5	Chakka Revan	B.Tech-ECE	TCS , Hyderabad	3.36
454	17481A04L6	Sesetti Harshavardhini	B.Tech-ECE	TCS , Hyderabad	3.36
455	17481A04L7	Badiga Kishore	B.Tech-ECE	CTS , Chennai	4
456	17481A04L8	Mohammed Faizan	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
457	17481A04L9	Musunuru Preethi Sailaja	B.Tech-ECE	Wipro , Bangalore	3.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
458	17481A04M1	Sangoju Chakravarthi	B.Tech-ECE	Accenture , Hyderabad	4.5
459	17481A04M2	Tera Kavya	B.Tech-ECE	Atos Paladion , Bangalore	3
460	17481A04M3	Syed Shoyab	B.Tech-ECE	CTS , Chennai	4
461	17481A04M5	Kondala Kuladeep	B.Tech-ECE	Accenture 8-266/7,Mantri Celestia,ISB Rd,Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
462	17481A04M6	Loya Lakshmi Prasanna	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
463	17481A04M7	Varre Sailaja	B.Tech-ECE	TCS , Hyderabad	3.36

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
464	17481A04M9	Venkateswarlu Thummala	B.Tech-ECE	TCS , Bangalore	3.36
465	17481A04N0	Nagulapati Anjaneyulu	B.Tech-ECE	Atos Syntel , Tirunelveli	3
466	17481A04N1	Katragadda Samyuktha Chowdary	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
467	17481A04N3	Indla Nagendra Babu	B.Tech-ECE	TCS , Kolkota	3.36
468	17481A04N4	Kolluri Ashokachakravarthy	B.Tech-ECE	TCS , Chennai	3.36
469	18485A0401	Annabathula Vyshnavi	B.Tech-ECE	Accenture SEZ,IT/ITES,Nanakramgud a Village, Serilingampally Mandal, Ranga Reddy District Hyderabad, Telangana 500008 Phone: 099859 30061	4.5
470	18485A0403	Dokku Gopi Raju	B.Tech-ECE	HCL, Gannavaram, Andhrapradesh	3.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
471	18485A0404	Jogi Prathusha	B.Tech-ECE	Moschip , Hyderabad	1.8
472	18485A0405	Naveen Kumar Kathika	B.Tech-ECE	TCS , Hyderabad	3.36
473	18485A0406	Lukka Sai Sampath Kumar	B.Tech-ECE	Amdocs Tower 2, CYBER CITY, Magarpatta Inner Circle, Cybercity, Magarpatta, Hadapsar, Pune, Maharashtra 411028	4
474	18485A0407	Machavarapu Chaitanya	B.Tech-ECE	Infosys , Mysore	3.6
475	18485A0408	Mallavolu Manasa	B.Tech-ECE	HCL , Bangalore	3.5
476	18485A0409	Mutyala Deepa Sri	B.Tech-ECE	TCS , Chennai	3.36
477	18485A0410	Namburi Sasi Kumar	B.Tech-ECE	Amdocs Tower 2, CYBER CITY, Magarpatta Inner Circle, Cybercity, Magarpatta, Hadapsar, Pune, Maharashtra 411028	4



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
478	18485A0411	Toneswari Nandam	B.Tech-ECE	Intellect , Chennai	3.5
479	18485A0412	Padarthi Yasaswini	B.Tech-ECE	Wipro , Bangalore	3.5
480	18485A0416	Vasi Stanes Dany	B.Tech-ECE	ILenSys Technology , Hyderabad	2.5
481	18485A0417	Chimakurthi Dhanush Sai Sankar	B.Tech-ECE	Kony India Pvt. Ltd. , Chennai	3
482	18485A0418	Gopu Manikanta	B.Tech-ECE	TechM-Cerum Pvt. Ltd. , Vishakapatnam	3.6
483	18485A0422	Katragadda Pujith Chowdary	B.Tech-ECE	Accenture 8-266/7,Mantri Celestia,ISB Rd,Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
484	18485A0427	Ponnapalli Lakshmi Satya Vaishnavi	B.Tech-ECE	Atos Paladion , Bangalore	3

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
485	18485A0432	Chowtapalli Tilak	B.Tech-ECE	Wipro , Chennai	3.5
486	18485A0434	Gopisetti Ravi Teja	B.Tech-ECE	Moschip , Hyderabad	1.8
487	18485A0436	Irfan Baig	B.Tech-ECE	Efftronics , Mangalagiri	3.8
488	18485A0439	Nagamalla Sai Teja	B.Tech-ECE	Medhaservo , Hyderabad	2.8
489	18485A0440	Rakesh Pamarthi	B.Tech-ECE	Moschip , Hyderabad	1.8
490	18485A0442	Alla Yaswanth	B.Tech-ECE	TCS , Hyderabad	3.36
491	18485A0447	Chimata Vamsi	B.Tech-ECE	Kantar , Hyderabad	3

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
492	18485A0449	Jampani Dinesh	B.Tech-ECE	Acuvate , Hyderabad	3
493	18485A0452	Nunna Revathi	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
494	18485A0453	Peddapalli Manasa	B.Tech-ECE	TCS , Hyderabad	3.36
495	18485A0455	Veeranki Tirumala Gopi	B.Tech-ECE	Moschip , Hyderabad	1.8
496	17481A0501	Achanta Kavya Sri	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
497	17481A0502	Adapa Deepthi	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
498	17481A0503	Addanki Veena Madhuri	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
499	17481A0504	Amruthaluri Triveni	B.Tech-CSE	Amdocs, CYBER CITY TOWER 2 6TH FLOOR MAGARPATTA CITY HADAPSAR PUNE	4
500	17481A0505	Amudalapalli Nagamanikanta	B.Tech-CSE	Technovert, Address Plot No104, Madhapur, Hyderabad	8
501	17481A0506	Aregela Yoganandam	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
502	17481A0507	Armanda Sri Ram Reddy	B.Tech-CSE	Deck5 Software Inc.	7.2
503	17481A0508	Asma Begum	B.Tech-CSE	MiMomentous	4.4
504	17481A0509	Attunuru Navya Sri	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnx-TalentNext	3.5
505	17481A0510	Bade Navya	B.Tech-CSE	Revature	5
506	17481A0511	Bale Lasya	B.Tech-CSE	acuvate	7.02
507	17481A0512	Bandi Reshitha	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
508	17481A0514	Bathili Mahesh	B.Tech-CSE	Amdocs	4
509	17481A0515	Lakshmi Bharathi Battina	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt-TalentNext	3.5
510	17481A0516	Bezawada Mohana Sowmya	B.Tech-CSE	Hexaware	3.5
511	17481A0517	Bhavanam Prema Jyothi	B.Tech-CSE	Techware Solutions	2
512	17481A0518	Bheemavarapu Sai Jyothi	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
513	17481A0520	Boddu Smily	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
514	17481A0521	Bolla Sai Sushma	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-CV	3.36
515	17481A0522	Bonthu Lalitha Priyanka	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
516	17481A0523	Boppa Bhavya	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt-Nth	3.5
517	17481A0524	Boyapati Jaswanth	B.Tech-CSE	Techware Solutions	2
518	17481A0525	Chadalavada Dasharna	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
519	17481A0526	Challa Venkata Krishna	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
520	17481A0527	Chaparala Naga Akhil	B.Tech-CSE	Nalin Soft Technologies	6
521	17481A0529	Chinta Jeevanajyothi	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
522	17481A0530	Chinta Mounika	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
523	17481A0531	Chintalapudi Sai Madhava	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
524	17481A0532	Chunduru Praveen	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally- 500011	2
525	17481A0533	Daka Sandhya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Cv	3.36
526	17481A0535	Dasi Kalyani	B.Tech-CSE	L V Global Solutions	2.5
527	17481A0536	Desaboina Sai Kiran	B.Tech-CSE	Techware Solutions	2
528	17481A0537	Rama Sai Devanaboina	B.Tech-CSE	OpenXtro Virtual Services LLP	3.6
529	17481A0538	Dhulipalla Uday Gopi	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally- 500011	2
530	17481A0539	Donepalli Sravanthi	B.Tech-CSE	Innominds	2.4
531	17481A0540	Donthamsetti Sai Pushpak Hruday	B.Tech-CSE	Techware Solutions	2

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
532	17481A0541	Venkata Sai Satya Prasad	B.Tech-CSE	OpenXtro Virtual Services LLP	2.42
533	17481A0542	Dova Siva Naga Lakshmi	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
534	17481A0543	Edpuganti Sai Mahija	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt	3.5
535	17481A0544	Elluru Hari Haranath	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
536	17481A0545	Fathima Zahera	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
537	17481A0546	Gaddam Venkata Sivareddy	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
538	17481A0548	Gantasala Siva Manga Raju	B.Tech-CSE	Nalinsoft Technologies	6
539	17481A0549	Goda Gayathri	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
540	17481A0550	Gontla Koushik	B.Tech-CSE	OpenXtro Virtual Services LLP	4.8



S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
541	17481A0552	Grandhi Sai Nitish	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
542	17481A0554	Gumpa Gayathri Priya	B.Tech-CSE	Efftronics	3.98
543	17481A0555	Gunja Purna Durga Prasad	B.Tech-CSE	OpenXtro Virtual Services LLP	2.42
544	17481A0556	Gunji Vamsi Krishna	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt-NTH	3.5
545	17481A0557	Guntakani Sravya	B.Tech-CSE	G6 Technology Services India LLP	1.8
546	17481A0558	Gunturu Vamsi Krishna	B.Tech-CSE	Accuvate	7.02
547	17481A0559	Haseena Noori	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
548	17481A0561	Jagathapurao Jyothsna Navyasri	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
549	17481A0562	Jalluri Setu Sai Sowmya Kumari	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
550	17481A0563	Jonnalagadda Madhu Sudhana Rao	B.Tech-CSE	Deck5 Software Inc.	7.2
551	17481A0564	Jujjuri Chandrasekhara Chari	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532- Hackwithinfy	6.25
552	17481A0566	Mohith Krishna Sai Kakani	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
553	17481A0567	Kakani Pragna	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt	3.5
554	17481A0568	Kalakota Sai Priya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
555	17481A0569	Kalathoti Suvarna Divya Sheela	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
556	17481A0571	Kalva Thrinadh	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
557	17481A0572	Kanaparthi Sujay	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt-TalentNext	3.5
558	17481A0574	Kandula Sravani Devi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
559	17481A0576	Hemanth Katta	B.Tech-CSE	Mphasis	4
560	17481A0577	Katta Naga Raju	B.Tech-CSE	Nalinsoft Technologies	6
561	17481A0578	Kattupalli Jessy	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
562	17481A0579	Khateeja	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
563	17481A0580	Kodali Venkatalikhith	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
564	17481A0581	Kodali Vijaya Bhargavi	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
565	17481A0582	Kode Sai Gayathri	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	5.4
566	17481A0583	Kokkiligadda Monika Keerthana	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
567	17481A0584	Kolla Venkatesh	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt-TalentNext	3.5
568	17481A0585	Kollipara Dhyanesh	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
569	17481A0586	Kollipara Jhansi Lakshmi	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt-TalentNext	3.5

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
570	17481A0587	Kollu Kiranmayee	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
571	17481a0588	Konakanchi Lakshmi Supraja	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 "MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4
572	17481A0589	Kondapalli Anjaneya Sai Phani	B.Tech-CSE	Abjayon	3.3
573	17481A0592	Kondaveeti Teja Praveen Kumar	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532- Hackwithinfy	6.5
574	17481A0593	Kondeti Alekhya	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
575	17481A0594	Kondrathi Suresh	B.Tech-CSE	Accuvate	7.02
576	17481A0595	Kota Rency	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
577	17481A0598	Kuchipudi Anusha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
578	17481A05A0	Kumpati Sravani	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
579	17481A5A1	Maddala Vamsi Babu	B.Tech-CSE	Deck5 Software Inc.	7.2
580	17481A05A2	Maddu Prathibha	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 INFYTQ	6.5
581	17481A05A3	Mallineni Priyanka	B.Tech-CSE	Tcloud	4.1
582	17481A05A4	Mandapati Hema	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
583	17481A05A5	Marni Tharun Kishore	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
584	17481A05A7	Matlapudi Jaya Abhigna	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
585	17481A05A8	Matta Prathyusha	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
586	17481A05A9	Maya Leelavathi	B.Tech-CSE	Innominds	2.4
587	17481A05B0	Medepalli Kamal Jostna	B.Tech-CSE	Fission Labs	3
588	17481A05B1	Medikonda Ramya	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
589	17481A05B2	Menda Anusha	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 INFYTQ	6.5
590	17481A05B4	Methukumilli Dali Naga Sri Sai	B.Tech-CSE	Rpatech	12
591	17481A05B5	Mirza Sakhavath Ali	B.Tech-CSE	Nalinsoft Technologies	6

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
592	17481A05B6	Mohammad Asha Hazra	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 "MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4
593	17481A05B7	Mohmmad Imanulla	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
594	17481A05B9	Muttath Ardra Meghana Simon	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
595	17481A05C1	Nakka Chandrika	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 "MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4
596	17481A05C2	Nandam Kalyan Saradhi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
597	17481A05C3	Naveen Kumar Ranjyoth Kothari	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
598	17481A05C4	Nemmaluru Sneha Priya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
599	17481A05C5	Nukala Vinay Sreenadh	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
600	17481A05C6	Obiliseti Chaitanya	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
601	17481A05C9	Palasala Vignesh	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
602	17481A05D0	Pamarthi Jahnavi Devi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
603	17481A05D2	Parasa Venkata Mounika	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt-NTH	3.5
604	17481A05D3	Parasarla Nivas	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 INFYTQ	6.5
605	17481A05D4	Parchuri Pavan Sai Krishna	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 INFYTQ	6.5
606	17481A05D7	Patnala Venkata Sai	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
607	17481A05D8	Paturi Praveen	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
608	17481A05D9	Pavuluri Hema Sujatha	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt	3.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
609	17481A05E0	Pechetti Vinay Varshith	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
610	17481A05E1	Pilli Vaishnavi Sindhu	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
611	17481A05E3	Ponnaganti Poojitha	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
612	17481A05E4	Ponnapati Kavya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
613	17481A05E5	Pothineni Priyanka	B.Tech-CSE	Accuvate	7.02
614	17481A05E6	Pothukuchi Aparna	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189 Tnxt-TalentNext	3.5
615	17481A05E7	Pothuri Bhavishya	B.Tech-CSE	IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India - 560029	5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
616	17481A05E8	Potluri Pranay Dath	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
617	17481A05E9	Prabhala Lakshmi Naga Sowjanya	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 INFYTQ	6.5
618	17481A05F0	Prathuri Sesa Sai Satabd Abhishek	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
619	17481A05F2	Puppala Lakshman Kumar	B.Tech-CSE	VistexAsia-Pacific Pvt.Ltd	4.02
620	17481A05F3	Puvvada Venkata Bhavani Prasad	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4
621	17481A05F9	Sannidhi Naga Veera Venkata Sairaghu Eswar	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
622	17481A05G0	Sarihaddu Dhanunjay Kumar	B.Tech-CSE	Nalinsoft Technologies	6
623	17481A05G1	Setlem Sushmasree	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
624	17481A05G2	Shaik Mahendra Sha	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
625	17481A05G3	Shaik Mubina	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
626	17481A05G5	Sidarala Tara Vijaya Lakshmi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
627	17481A05G8	Sudabattula Chandu Swamy	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
628	17481A05G9	Sugasani Akhila Sri	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
629	17481A05H0	Sunkara Vyshnavi Jesu Krishna Saarupya	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
630	17481A05H1	Suragam Mounika	B.Tech-CSE	Tech Indya IT Services Pvt. Ltd.	8.2
631	17481A05H2	Tammana Amani	B.Tech-CSE	Deck5 Software Inc.	7.2
632	17481A05H4	Teja Krishna Murali Chelamalasetty	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189Tnxt-Nth	3.5
633	17481A05H6	Thippabattula Vamsi	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
634	17481A05H7	Thota Sai Venkata Krishna Rao	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
635	17481A05H9	Tiriveedula Sravani	B.Tech-CSE	TechMahindra	4.5
636	17481A05I0	Tirukkovaalluri Lokesh Jiyyar	B.Tech-CSE	Techware Solutions	2
637	17481A05I1	Tummala Priya Roshini	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
638	17481A05I2	Tummala Eekshitha	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
639	17481A05I3	Udathu Manasa	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
640	17481A05I5	Uddanti Lekhasree	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
641	17481A05I6	Undrakonda Akhila	B.Tech-CSE	Innominds	2.4
642	17481A05I8	Vaddi Poojitha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
643	17481A05J2	Vannam Divya	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
644	17481A05J4	Vemula Ravi Teja	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
645	17481A05J5	Ventrapragada Priyanka	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
646	17481A05J6	Vulavalapudi Gokula Sai Sarvani	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
647	17481A05J7	Vuyyuru Karthik Reddy	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
648	17481A05J8	Yarlagadda Phani Sri	B.Tech-CSE	Nalinsoft Technologies	6
649	17481A05J9	Yasasvi Kammili	B.Tech-CSE	Hexaware	3.5
650	17481A05K0	Yenumula Sanjeevareddy	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
651	17481A05K1	Yerramsetty Sai Priya	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
652	17481A05K2	Zaveria Khulsoom	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
653	17481A05K6	Merugumala Divya Sri	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
654	17481A05K7	Nunna Vandana	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
655	17481A05K8	Nunna Naga Pratap	B.Tech-CSE	Innominds	2.4
656	17481A05K9	Abdul Kaleem	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
657	17481A05L0	Korrapati Venkata Ruchitha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
658	17481A05L3	Korlepara Hdayesh Ramu	B.Tech-CSE	Technovert	4
659	17481A05L4	Yeswanth Polukonda	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
660	17481A05L5	Kalluri Sarvani	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
661	17481A05L8	Mamidisetty Sravani	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
662	17481A05L9	Ganta Vandana	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
663	17481A05M0	Pulicherla Anjaneyulu	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
664	17481A05M2	Chigurupati Abhilash	B.Tech-CSE	Deck5 Software Inc.	7.2
665	17481A05M3	Manyam Sriniharika	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
666	17481A05M6	Vanamadi Anusha	B.Tech-CSE	Allsec Technologies Ltd, Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
667	17481A05M7	Lakkireddy Maheshreddy	B.Tech-CSE	Allsec Technologies Ltd, Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
668	17481A05M8	Garapati Naga Venkata Prudhvi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-DIGITAL	7
669	17481A05M9	Gajula Sai Teja	B.Tech-CSE	Nalinsoft Technologies	6
670	17481A05N0	Allamneni Jayanth	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
671	17481A05N1	Koduri Sushma	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
672	18485A0502	Gudavalli Naga Venkata Hemanth	B.Tech-CSE	Fidelity Information Services India Private Ltd	5
673	18485A0503	Guddulothu Kavya	B.Tech-CSE	Deck5 Software Inc.	7.2

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
674	18485A0505	Nandam Prathyusha	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally- 500011	2
675	18485A0507	Surapaneni Hasitha	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
676	18485A0508	Eswar Tedla	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.5
677	18485A0509	Thanukula Sai Sailesh	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
678	18485A0511	Chandana Naveen Teja	B.Tech-CSE	Nalinsoft Technologies	6
679	18485A0515	Palli Lakshmana Durga Rao	B.Tech-CSE	Tech Indya IT Services Pvt. Ltd.	8.2
680	18485A0524	Suresh Sonti	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
681	18485A0525	Tata Santhi Priya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
682	18485A0526	Vallabhapurapu Naga Venkata Kumar	B.Tech-CSE	Nalinsoft Technologies	6
683	17481A1202	Achanta Harika Sweta	B.Tech-IT	TCS,Hyderabad	3.36

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
684	17481A1204	Aluri Deepthi	B.Tech-IT	TCS,Hyderabad	3.36
685	17481A1205	Araja Naga Divya	B.Tech-IT	Wipro,Bengaluru	3.5
686	17481A1206	Arepalli Devika Goud	B.Tech-IT	accenture,Chennai	4.5
687	17481A1207	Areti Saikrishna	B.Tech-IT	Qualitykiosk technoligies Mumbai	3
688	17481A1209	Banday Tejaswini	B.Tech-IT	TCS,Hyderabad	3.36
689	17481A1210	Bandi Sushma	B.Tech-IT	TCS,Hyderabad	3.36
690	18481A1211	Battula Premavitha	B.Tech-IT	TCS,Hyderabad	3.36
691	17481A1212	Bobba Jashwanth	B.Tech-IT	Keerraan Techo Analysis Pvt ltd,Manikonda Hyderabad	1.8
692	17481A1213	Bolem Hima Varshini	B.Tech-IT	Infosys,Mysore	3
693	17481A1214	Chebrolu Chandu	B.Tech-IT	Infosys,Mysore	3
694	17481A1215	Chebrolu Durga Lakshmi Venkata Sai Sneha	B.Tech-IT	Wipro,Bengaluru	3.5
695	17481A1221	Chundi Sai Krishna	B.Tech-IT	Ivy technologies,Bengaluru	7

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
696	17481A1222	D S S Prathyusha Jallipalli	B.Tech-IT	Infosys,Mysore	3
697	17481A1223	Desu Venkata Lakshmi Kavya Harini	B.Tech-IT	Infosys,Mysore	3
698	17481A1224	Devanaboina Usha Rani	B.Tech-IT	TCS,Hyderabad	3.36
699	17481A1226	Gollapudi Satyavarshini	B.Tech-IT	Cognizant,Chennai	4
700	17481A1228	Gutti Rushitha	B.Tech-IT	Infosys,Mysore	3
701	17481A1231	Jannu Krupa	B.Tech-IT	TCS,Hyderabad	3.36
702	17481A1232	Jaswanth Sai Yerraboyina	B.Tech-IT	Infosys,Mysore	3
703	17481A1233	Jonnala Chandana	B.Tech-IT	TCS,Hyderabad	3.36
704	17481A1234	Kagitha Sudarshan	B.Tech-IT	Infosys,Mysore	3
705	17481A1235	Kakumanu Praveena	B.Tech-IT	Mindtree,Kalinga Bhubaneswar	4
706	17481A1241	Kondapaturi Venkata Naga Sai Manoj Kumar	B.Tech-IT	Infosys,Mysore	3
707	17481A1243	Kuchibhotla Sairama Prasannalakshmi	B.Tech-IT	Wipro,Bengaluru	3.5

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
708	17481A1244	Kunapareddy Niharika	B.Tech-IT	accenture,Chennai	4.5
709	17481A1245	Kunduru Pavankumar Reddy	B.Tech-IT	Infosys,Mysore	3
710	17481A1246	Lukka Jyothirmai	B.Tech-IT	Infosys,Mysore	3
711	17481A1249	Mendadala Monika Rani	B.Tech-IT	TCS,Hyderabad	3.36
712	17481A1253	Myneni Srimanth	B.Tech-IT	Mindtree,Kalinga Bhubaneswar	4
713	17481A1254	Nadigadda Shafiyabi	B.Tech-IT	TCS,Hyderabad	3.36
714	17481A1256	Nowluri Geetha Naga Gowri	B.Tech-IT	virtusa	4
715	17481A1257	Oleti Charankumar	B.Tech-IT	Infosys,Mysore	3
716	17481A1259	Panidapu Narayana Swami	B.Tech-IT	Wipro,Bengaluru	3.5
717	17481A1261	Pathalapalli Karuna	B.Tech-IT	MiMomentous,Visakhapatnam	4
718	17481A1262	Peram Sai Manju	B.Tech-IT	accenture,Chennai	4.5
719	17481A1263	Ponipireddy Vandana	B.Tech-IT	Cognizant,Chennai	4

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
720	17481A1264	Pothireddy Bala Vamsi Sri Charan	B.Tech-IT	Infosys,Banglore	3
721	17481A1265	Pothuraju Santhoshi Rupadevi	B.Tech-IT	apps associates,Hyderabad	5.1
722	17481A1267	Potnuri Dakshayani	B.Tech-IT	Infosys,Banglore	3
723	17481A1268	Prathibha Gadireddy	B.Tech-IT	DXC Technology	3.6
724	17481A1269	Puligadda Vyshnavi	B.Tech-IT	Cognizant,Chennai	4
725	17481A1271	Pullela Jagadeesh	B.Tech-IT	ALTIMETRIK,Hyderabad	4.25
726	17481A1272	Rajulapati Aravinda Manikanta	B.Tech-IT	KPIT,Chennai	3.6
727	17481A1274	Ravi Dhatri	B.Tech-IT	MiMomentous,Visakhapatnam	5
728	17481A1275	Ravuri Mahesh	B.Tech-IT	Infosys,Mysore	3
729	17481A1277	Sandadi Lakshmi Narayana	B.Tech-IT	Wipro,Bengaluru	3.5
730	17481A1280	Tadisetty Navya	B.Tech-IT	Cognizant,Chennai	4
731	17481A1282	Thammana Jahnvi Naga Venkata Praneetha	B.Tech-IT	MiMomentous,Visakhapatnam	5



<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
732	17481A1286	Vallepalli Satish	B.Tech-IT	FIS, whitefield road,Bengaluru	5.35
733	17481A1288	Vemuri Likhitha	B.Tech-IT	TCS,Hyderabad	3.36
734	17481A1289	Vura T N V Krishna Priya	B.Tech-IT	TCS,Hyderabad	3.36
735	17481A1291	Yakkati Supraja	B.Tech-IT	TCS,Hyderabad	3.36
736	17481A1292	Allemsetty Preethieka	B.Tech-IT	TIGER ANALYTICS,Hyderabad	6.5
737	17481A1293	Kumkapalla Chinmai Devi	B.Tech-IT	accenture,Chennai	4.5
738	17481A1294	Velegapudi Sailakshmi Jahnavi,	B.Tech-IT	KPIT,Chennai	3.6
739	17481A1295	Sangoju Haripreetham	B.Tech-IT	Infosys,Mysore	3
740	17481A1296	Devarapalli Ajay Sri Veera Venkata Krishna	B.Tech-IT	TIGER ANALYTICS	6.5
741	17481A1298	Parimi Subba Rao	B.Tech-IT	TCS,Hyderabad	3.36
742	17481A1299	Dhulipalla Tejaswini	B.Tech-IT	TCS,Hyderabad	3.36
743	17481A12A0	Dasari Gayatri Devi	B.Tech-IT	Cognizant,Chennai	4

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
744	17481A12A1	Pullepu Sravya Harini	B.Tech-IT	Cognizant,Chennai	4
745	17481A12A2	Pamarthi Manogna Rekha	B.Tech-IT	Infosys,Mysore	3
746	17481A12A6	Mareddy Rajarajeswari	B.Tech-IT	Mindtree,Kalinga Bhubaneswar	4
747	17481A12A7	Alaparthi Maneesha	B.Tech-IT	Cognizant,Chennai	4
748	17481A12A8	Indela Chandrasekhar Reddy	B.Tech-IT	Pactera Edge,Hyderabad	2.8
749	17481A12B2	Dusanapudi Nagamallika	B.Tech-IT	WILEYMHTREE,Bengaluru	11
750	19481E0013	Chitturi Naga Sai Lakshmi Praneetha	MBA	UOLO EDTECH, Registered office, Plt No- 4-1006,Rajnigandha Apartment Sector-10, Dwarka, Delhi 110075	2.4
751	19481E0007	Bekkanti Gopi	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
752	19481E0010	Chandaluri Lakshmi Priya	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
753	19481E0020	Gotru Surekha	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
754	19481E0022	Gunabhattu Swajana Raju	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
755	19481E0029	Kammaganti Mahesh	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
756	19481E0035	Kollipara Yamini	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
757	19481E0044	Mamidi Sridevi	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
758	19481E0046	Mandha Gnana Sri	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
759	19481E0051	Mohammad Siddiq Hussain	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
760	19481E0061	Ojji Rama	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
761	19481E0076	Sayani Naga Sai	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
762	19481E0082	Teeda Hemalatha	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
763	19481E0090	Yekula Rajesh	MBA	ICICI Prudentia ILife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.3
764	19481E0003	Agnihotram Gayathri	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
765	19481E0008	Bommanaboyina Naga Mamatha	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
766	19481E0012	Chimma Gopi	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
767	19481E0014	Chunduru Naga Siva Pujitha	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
768	19481E0016	Epuri Nagarjuna	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
769	19481E0055	Nagadasu Rani	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3

<b>S.No.</b>	<b>Student Roll No.</b>	<b>Name of Student Placed</b>	<b>Program graduated from</b>	<b>Name of the employer</b>	<b>Pay package at appointment (in Lakhs per annum)</b>
770	19481E0056	Nidumolu Naga Durga Bhavani	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
771	19481E0062	Pallampati Suma Sravani	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
772	19481E0083	Tummalapalli Madhuri	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
773	19481E0088	Yarajarla Sri Latha	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
774	19481E0089	Yarlagadda Ramya	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
775	19481E0063	Paluru Jaya Surya	MBA	Wells Fargo International Solutions Private Limited,Survey No.66/1, Raidurga Village, Serilingampalli Mandal, RR District, Hyderabad - 500032.	2.71
776	19481E0045	Mandapati Venkata Sai Priya	MBA	FACTSET,DVS,SEZ-1 - Orion B4; FL 7,8,9,11, Hyderabad.	3.57
777	19481E0073	Ravulapati Niteesh Kumar	MBA	Manavi Welath Flat No 102, Plot No 126 & 127, Avantika's Sabarmati, Mathrusree Nagar, Hyderabad, Telangana 500049	2.4

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
778	19481E0017	Gali Yamini	MBA	Value Labs, Plot#41, Hitech City, Phase 2, Madhapur, Hyderabad - 500081	2.4
779	19481E0054	Murala Naveen	MBA	Bhandhan Pvt Ltd, 1-6-45/1/H.Sy.No.52.B, Dammaiguda Cross Road,	3.7
780	19481E0009	Ch David Living Ston	MBA	Tech Bio Media Services, 2nd floor, Divine Hive space, whitefield road,	2.4
781	19481E0066	Pepati Sai Ram Kiran	MBA	Zenith software Pvt Ltd, Koramangala, Bangalore.	2.4
782	19481E0053	Mothukuri Subramanyam	MBA	Zenith software Pvt Ltd, Koramangala, Bangalore.	2.4

  
IQAC

  
**PRINCIPAL**  
Seshadri Rao  
Gudlavalleru Engineering College  
Seshadri Rao Knowledge Village  
Gudlavalleru - 521 356, Krishna District. A.P.



GECTPO Placement Officer <placementofficer@gectgudlavalleru.ac.in>

## APITA Infosys Selected Students from Krishna District

1 message

Satya Ratnam Marepalli <satyaratnam.m@ap.gov.in>

Fri, Jun 4, 2021 at 10:36 PM

To: alietplacement@gmail.com, placements@andhranoyola.org, vimpadithya@sviet.edu.in, principal@sviet.edu.in, placementcell.diet@gmail.com, tpo@diet.ac.in, diet.principal@gmail.com, placements@psomr.ac.in, nri.placements@gmail.com, onbhaskar@yahoo.com, principal.vcet@gmail.com, kish.fr@gmail.com, principal.9t@gmail.com, naveen.bza@gmail.com, dachuru@gmail.com, tpcknu@gmail.com, srk.placementcell@gmail.com, srktech@gmail.com, vijaya.vitw@gmail.com, vijayatechfw@gmail.com, harithadasari@rediffmail.com, lbrcetpo@gmail.com, principalark@gmail.com, placementofficer@gectgudlavalleru.ac.in, srkecehod@gmail.com, tnp\_mictech@yahoo.co.in, dvrtsmic@mic.co.in, tnp@mictech.ac.in, kirantir1@gmail.com, nagapavanjammula@gmail.com, placements@vrsiddhartha.ac.in, placements@pvpsiddhartha.ac.in, vikastpdept <vikastpdept@gmail.com>

Cc: rathodmothilal <rathodmothilal@gmail.com>

Date: 3<sup>rd</sup> June, 2021  
Vijayawada

To,  
All Principal/TPOs,  
Engineering Colleges of Andhra Pradesh Registered with APITA.

Sir/Madam,

Sub: Institute for Electronic Governance (IEG-JKC)/Andhra Pradesh Information Technology Academy (APITA) [Schedule-X Institution as per APRACT 2014]-District Wise and Engineering College Wise – Year Passing Out 2021 Students- Infosys Final Selected List Enclosed across the State of Andhra Pradesh-Reg.

Ref: Infosys Campus Recruitment Program-Online Examination conducted on 21<sup>st</sup> February, 2021 and virtual interviews conducted by Infosys in the months of April & May, 2021.

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Vide reference to the subject cited above, under the Institute for Electronic Governance (IEG-JKC)/Andhra Pradesh Information Technology Academy (APITA) [Schedule-X Institution as per APR ACT-2014]- Infosys Campus Recruitment Program was conducted through online mode. Infosys conducted the online examination to the Engineering college students which were registered with APITA for 29,222 students across the state of Andhra Pradesh.

5705 Engineering Students were short listed for Online Interviews. Infosys selected 3205 Candidates from the above pool. Please find the District Wise and College Wise and Selected Candidates list attached in Annexure-I to Annexure-XIV.

IEG/APITA is happy to share the above information and would like to thank you for the wonderful support and great team work with TPOs/Principal of the respective District Engineering Colleges.

Thanking you,  
Yours faithfully,

Sd/-

Dr.Sundar Balakrishna, IFS  
Chief Executive Officer  
Andhra Pradesh Information Technology Academy (APITA)

Copy to: (1). Director Academic Affairs, APITA.  
(2). Director Promotions I/c, APITA.  
(3). All District Development Managers, APITA.

Thanks & Regards



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**B.MOTHILAL NAIK,**  
Director Academic Affairs(FAC),  
AP Information Technology Academy (APITA)IEG-JKC,  
ITE&C Department Government of Andhra Pradesh,  
3rd Floor, Room No 317, R&B Building,  
M.G.Road, Labbipet, OPP : Indira Gandhi Municipal Stadium,  
VIJAYAWADA - 520010, Krishna District, Andhra Pradesh, India,  
Email : dir-aa-apita@ap.gov.in, mothilalnaik.r@ap.gov.in  
Mobile Number : +91-9949788475

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Thanking You,

**M. Satya Ratnam**  
Director Promotions (I/C)  
AP Information Technology Academy (APITA)  
ITE&C Department Government of Andhra Pradesh.

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 **Annexure - IX Infosys Final Selected Candidates Krishna District.xls**  
109K

## "INFOSYS" Selects

S.No.	RollNo	Name	Branch	Sec	Selected for	Mobile No
1	17481A0141	JANJANAM TARUN MANIKANTA	Civil	A	INFOSYS	8985895897
2	17481A0155	KASIBHATLA SAI KARTHIKEYA	Civil	A	INFOSYS	9553681778
3	18485A0102	CHINTHALAPUDI AJAY VENKATA NAGA BAPINEEDU	Civil	A	INFOSYS	7981588079
4	17481a0194	NUKATHOTI SRAVANI	Civil	B	INFOSYS	7995757051
5	18485A0144	NANDYALA JOGENDRA SAI BABU	Civil	C	INFOSYS	9868527427
6	17481A0501	ACHANTA KAVYA SRI	CSE	A	INFOSYS	7981562757
7	17481A0522	BONTHU LALITHA PRIYANKA	CSE	A	INFOSYS	6303833889
8	17481A0527	CHAPARALA NAGA AKHIL	CSE	A	INFOSYS	8639833885
9	17481A0529	CHINTA JEEVANAJYOTHI	CSE	A	INFOSYS	8500720434
10	17481A0533	DAKA SANDHYA	CSE	A	INFOSYS	8074001825
11	17481A0544	ELLURU HARI HARANATH	CSE	A	INFOSYS	8096219874
12	17481A0554	GUMPA GAYATHRI PRIYA	CSE	A	INFOSYS	6300581640
13	17481A0571	KALVA THRINADH	CSE	B	INFOSYS	8865142018
14	17481A0575	KASINENI VAMSI KRISHNA	CSE	B	INFOSYS	8331931731
15	17481A0580	KODALI VENKATALUKHITH	CSE	B	INFOSYS	7983931759
16	17481A0582	KODE SAI GAYATHRI	CSE	B	INFOSYS	6302366951
17	17481A0589	KONDAPALLI ANJANEYA SAI PHANI	CSE	B	INFOSYS	8639497899
18	17481a05a5	MARNI THARUN KISHORE	CSE	B	INFOSYS	9398445545
19	17481A05B5	MOHAMMAD ASHA HAZRA	CSE	B	INFOSYS	9182521772
20	17481A05B7	MOHAMMAD IMANULLA	CSE	C	INFOSYS	9182138056
21	17481A05B9	MUTTATH ARDRA MEGHANA SIMON	CSE	C	INFOSYS	6304119376
22	17481A05D7	PATNALA VENKATA SAI	CSE	C	INFOSYS	9010732889
23	17481A05D8	PATURI PRAVEEN	CSE	C	INFOSYS	6281843317
24	17481A05E4	PONNAPATI KAVYA	CSE	C	INFOSYS	7036713092
25	17481A05E6	POTHUKUCHI APARNA	CSE	C	INFOSYS	7893990853
26	17481A05F9	SANNIDHI NAGA VEERA VENKATA SAIRAGHU ESWAR	CSE	C	INFOSYS	9959567517
27	17481A05G2	SHAIK MAHENDRA SHA	CSE	C	INFOSYS	9573057598
28	17481A05G9	SUGASANI AKHILA SRI	CSE	C	INFOSYS	9398577424
29	16481A05I8	JYOTHSNA RAJULAPATI	CSE	D	INFOSYS	6305849556
30	17481A05H6	THIPPABATTULA VAMSI	CSE	D	INFOSYS	9398433827
31	17481A05I1	TUMMALA PRIYA ROSHINI	CSE	D	INFOSYS	9398849809
32	17481A05I3	UDATHU MANASA	CSE	D	INFOSYS	7965143040
33	17481A05I5	UDDANTI LEKHASREE	CSE	D	INFOSYS	9182739619
34	17481A05I8	VADDI POOJITHA	CSE	D	INFOSYS	6281603608
35	17481A05J2	VANNAM DIVYA	CSE	D	INFOSYS	7013502572
36	17481A05J6	VULAVAPUDI GOKULA SAI SARVANI	CSE	D	INFOSYS	9393642345
37	17481a05L8	MAMIDISETTY SRAVANI	CSE	D	INFOSYS	7032285871
38	17481A0414	ASURI JYOTSNA	ECE	A	INFOSYS	8247881753
39	17481A0446	DEEKSHIT KUMAR REDDY CHEVURU	ECE	A	INFOSYS	7330605911
40	17481A0454	GANDRAPU RAMA HARIKA	ECE	A	INFOSYS	9182343942
41	17481A0458	GANISETTY KEERTHI NAIDU	ECE	A	INFOSYS	9704207699
42	18485A0409	MUTYALA DEEPA SRI	ECE	A	INFOSYS	9492488555
43	17481A0470	GUDDANTI TIRUMALA KRISHNA SAI PRASAD	ECE	B	INFOSYS	9642941465
44	17481A0474	GUMMADI VIDHYA SREE	ECE	B	INFOSYS	8008988947
45	17481A0496	KARETI BHAVANA	ECE	B	INFOSYS	9963049792
46	17481A04B8	M OM SAI VENKATA REVANTH	ECE	C	INFOSYS	8639081880
47	17481a04c0	MADIPALLI CHAITANYA PRUDHVI	ECE	C	INFOSYS	7038966805
48	17481A04C1	MADUPALLI VENKATA SAI PRANEETH	ECE	C	INFOSYS	9290544460
49	17481A04C2	MANEPALLI VASUDEVA RAO	ECE	C	INFOSYS	8303627143
50	17481A04C5	MEDA NAVYASRI	ECE	C	INFOSYS	6304384037



GECTPO Placementofficer <placementofficer@gecgudlavallur.ac.in>

## Selected Civil Engineers from GEC @ RAMTeCH

1 message

8 July 2021 at 21:53

RAMTeCH, HRDHYD <hrdhyd@ramtech-corp.com>

To: TPO-Gudlavallur Engineering College <placementofficer@gecgudlavallur.ac.in>

Cc: "RAMTeCH, Y Sudhakar Reddy" <ysreddy@ramtech-corp.com>, vrk3007@gmail.com

Dear Sir,

Reference to On-Line Interviews thru Zoom, please find attached xls for the selected engineers for the final joining process at our Corporate office.

We will connect and contact the selected Engineers directly and inform them in regards to the date of reporting and joining RAMTeCH family.

Appreciate one and all support and cooperation .

Thanks and Regards,

Alekhyia Kommi

Assistant Manager - HR

# RAMTeCH

2nd Floor Wing A, Block 1, NSL SEZ

Plot No. 6, Sy No. 1, IDA Uppal, Hyderabad - 500 039, INDIA

Tel: +91 76750 33399, +91 40 3192 7732, 6581 7732

Email: hrdhyd@ramtech-corp.com <http://www.ramtech-corp.com>

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GEC - Ramtech - Civil - 8.7.2021.xlsx  
11K

# "RAMTECH" Selects

S.No.	RollNo	Name	Branch	Sec	Selected for	Mobile No
1	17481A0104	ALLAPARTHI PHANI CHARAN	Civil	A	Ramtech	8309389975
2	17481A0110	BADINEDI SIVA NAGA RAJU	Civil	A	Ramtech	7997020211
3	17481A0164	KORIKANI SRI HARI	Civil	A	Ramtech	9494944176
4	17481A0170	MADALA KRISHNACHAITANYA	Civil	A	Ramtech	9490603447
5	17481A0171	MADALA NAVEEN	Civil	B	Ramtech	9182687259
6	17481A0174	MANIKANTA SUNIL CHINTAPALLI	Civil	B	Ramtech	9701328398
7	17481A0187	NAGANABOINA SIVAJI	Civil	B	Ramtech	9963893171
8	17481A01A5	PURITIPATI MOHITH GANDHI REDDY	Civil	B	Ramtech	8328431481
9	17481A01B2	SHAIK RASSOOL	Civil	B	Ramtech	8187073617
10	17481A01B3	SHAIK SUBHANI	Civil	B	Ramtech	9182344894
11	17481A01D5	BANDREDDI NAGA VENKATA RAGHAVAI	Civil	C	Ramtech	9846809687
12	17481A01D6	PANJALA RAMA RAO	Civil	C	Ramtech	8919349927
13	18485A0104	KODALI SIVAJI	Civil	A	Ramtech	6300301340
14	18485a0110	BOMMASANI VIJAY KUMAR	Civil	B	Ramtech	7675944825
15	18485a0114	GOVADA VINAY	Civil	B	Ramtech	8688831174
16	18485A0120	ANASURI MANIKANTA	Civil	C	Ramtech	9010249757
17	18485A0121	BANDREDDY NAGA NARESH	Civil	C	Ramtech	6302330886
18	18485a0133	JARUGU RAMANJANEYULU	Civil	C	Ramtech	9542326001
19	18485a0137	KOLLIPARA ROHIT SAI	Civil	C	Ramtech	7799483438
20	18485a0146	PALANKI NAVEEN	Civil	C	Ramtech	9705542454
21	17481A0419	BANDARUPALLI NAGA VINAY	ECE	A	Ramtech	9603820936
22	17481A0435	CHIGURUPATI HEMANTH SATYA SUNDAR	ECE	A	Ramtech	7901022210
23	17481a0438	CHINNENI BHANU TEJA	ECE	A	Ramtech	9346138168
24	17481a0463	GHANTA PRAVEEN	ECE	B	Ramtech	9182373317
25	17481a04b0	KOTA SATISH	ECE	B	Ramtech	7095873408
26	18485A0418	GOPU MANIKANTA	ECE	B	Ramtech	6301557445
27	17481A04C8	MERUGUMILU NAGA SAI KRISHNA	ECE	C	Ramtech	9177556385
28	17481A04D6	NAGANABOINA PAVAN KUMAR	ECE	C	Ramtech	9989546972
29	17481A04H4	SHAIK SAIDA	ECE	C	Ramtech	7658957660
30	17481A04H9	SUKASI GOPI KISHORE	ECE	D	Ramtech	8331931831
31	18485A0217	RAMSETTY RAJESH	EEE	A	Ramtech	9100623036
32	17481A0260	MUJJE HARSHAVARDHAN BABU	EEE	B	Ramtech	7675902559
33	18485A0244	SURUGULA CHAITANYA KUMAR	EEE	B	Ramtech	9542289527
34	18485A0248	VEERLA NAGA VENKATA RAVI KUMAR	EEE	B	Ramtech	7330820711
35	17481A02A3	VISSAMSETTY SRI HARSHA	EEE	C	Ramtech	7780473852
36	17481A0307	BANDHAMRAVURI SUNILKUMAR	ME	A	Ramtech	9182455753
37	17481A0317	CHITTURI ESWAR NAGA SAI MANI KUMAR	ME	A	Ramtech	9652573031
38	17481A0324	DOMATHOTI VARUN	ME	A	Ramtech	7036580684
39	17481A0326	ELCHURI KIRAN KUMAR	ME	A	Ramtech	9398052065
40	17481A0328	GARIKIMUKKU MANOJ	ME	A	Ramtech	8639026030
41	17481A0342	KARAMSETTY VENKATA SATYA MANIKANTA GOPAL	ME	A	Ramtech	6302882257
42	17481A0348	KURAKU LOKESH MANIKANTA	ME	A	Ramtech	7337307965
43	17481A0365	MUNIPALLI PAVAN KALYAN	ME	B	Ramtech	6281133404
44	17481A0368	NAREPALEPU SAKET BABA	ME	B	Ramtech	9490049975
45	17481A0369	NIDUMOLU RAJA GANESH	ME	B	Ramtech	8328570967
46	17481A0373	PARISE RAMESH	ME	B	Ramtech	9133589579
47	17481A0375	PERUMALLA MOHITH	ME	B	Ramtech	9949196096
48	17481A0383	RAVI VAMSI	ME	B	Ramtech	9492294023
49	17481A0391	SHAIK MOHAMMED IBRAHEEM NASEER	ME	B	Ramtech	7286913064
50	17481A0392	SHAIK NAYAK RASUL	ME	B	Ramtech	9676638187
51	17481A0394	SHAIK RAFI	ME	B	Ramtech	9848935323
52	17481A03A0	THOTA TEJA RAKESH KUMAR	ME	B	Ramtech	7085482602
53	18485A0332	VELUVENTI NAGA VENKATA SAI PRABHAKAR	ME	B	Ramtech	
54	17481A03A8	VAMPUGANI SUMANTH	ME	C	Ramtech	7658969484
55	17481A03E1	SETTIPALLI NAGARAJU	ME	C	Ramtech	9182783013
56	17481A03F0	MADALA MANIKANTA	ME	C	Ramtech	7997468655
57	18485A0355	MUNAKALA MADHU	ME	C	Ramtech	

1	17481A01A2	POTU LAKSHMAN NARAYANA	Civil	B	Ramtech	8409096391
2	17481A0459	GARIKIPATI CHIRANJEEVI	ECE	B	Ramtech	9491415977
3	17481a0468	GORLE SAIKUMAR	ECE	B	Ramtech	7893401938
4	18485A0422	KATRAGADDA PUJITH CHOWDARY	ECE	B	Ramtech	7661083275
5	17481a04c0	MADIPALLI CHAITANYA PRUDHVI	ECE	C	Ramtech	7038968605
6	17481A04D3	MURALA SAI NAGA SANDEEP	ECE	C	Ramtech	8886977467
7	17481A04D7	NAMBURU VENKATA SIVA MOHITH	ECE	C	Ramtech	9010471465
8	17481A04E4	PARISA HARSHA NAGA SAI KIRAN	ECE	C	Ramtech	8555916259
9	17481A04G1	PUSALA SREEDATTA	ECE	C	Ramtech	8500695753
10	17481A04I9	UDAYAGIRI DILEEP	ECE	D	Ramtech	8331899173
11	17481A04M1	SANGOJU CHAKRAVARTHI	ECE	D	Ramtech	9154243111
12	18485a0218	SENAGAVARAPU SIVANAGARAJU	EEE	A	Ramtech	8106639318
13	18485a0219	SHAIK SALAAM	EEE	A	Ramtech	8125201268
14	18485A0239	LUKKA NAGA VENKATA KARTHIK	EEE	B	Ramtech	9502385938
15	17481A0319	DASARI PRUDHVI SAGAR	ME	A	Ramtech	8398057322
16	17481A0321	DAVULURI PRADEEP	ME	A	Ramtech	6302019982
17	17481A0332	GRANDHI JAYA SIVA RAMA NAGA VAMSI	ME	A	Ramtech	9440829071
18	17481A0395	SIMHADRI SAIDHARAN	ME	B	Ramtech	7993484804
19	17481A0397	SUNKARA PAVAN KUMAR	ME	B	Ramtech	9182121602
20	17481A0398	TADEPALLI SAI ANEESH	ME	B	Ramtech	8501027353
21	17481A03D6	DHULUPUDI RAVI CHANDRA	ME	C	Ramtech	6304134994
22	17481A03E6	TAMMANA MURALI SAI SAMBA SIVA KUMAR	ME	C	Ramtech	9292101324
23	17481A0418	BANDARU VENKATA APPALA SAI JANARDHAN	ECE	A	Ramtech	7993093218

S.No.	Roll No.	Name of the Student
1	17481A0104	ALLAPARTHI PHANI CHARAN
2	17481A0110	BADINEDI SIVA NAGA RAJU
3	17481A0164	KORIKANI SRI HARI
4	17481A0170	MADALA KRISHNACHAITANYA
5	17481A0171	MADALA NAVEEN
6	17481A0174	MANIKANTA SUNIL CHINTAPALLI
7	17481A0187	NAGANABOINA SIVAJI
8	17481A01A2	POTLU LAKSHMAN NARAYANA
9	17481A01A5	PURITIPATI MOHITH GANDHI REDDY
10	17481A01B2	SHAIK RASSOOL
11	17481A01B3	SHAIK SUBHANI
12	17481A01D5	BANDREDDI NAGA VENKATA RAGHAVAIAH
13	17481A01D6	PANJALA RAMA RAO
14	18485A0104	KODALI SIVAJI
15	18485A0110	BOMMASANI VIJAY KUMAR
16	18485A0114	GOVADA VINAY
17	18485A0120	ANASURI MANIKANTA
18	18485A0121	BANDREDDY NAGA NARESH
19	18485A0133	JARUGU RAMANJANEYULU
20	18485A0137	KOLLIPARA ROHIT SAI
21	18485A0146	PALANKI NAVEEN



Date: 29<sup>th</sup> of April 2021  
Name: ANDUGALA JYOTHSNA  
Roll Number: 17481A0105

Sub: Letter of Intent

Dear ANDUGALA JYOTHSNA

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office: 46-C, Velachery Main Road, Velachery, Chennai - 600 042

Tel : +91,44,4299 7070 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : L223007N1968PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20222099917/Mumbai**  
**Date: 08/04/2022**

Mr. Vamsi Krishna Ariga  
1-10 Daliparru Ghantasala Ambedkar Street,  
Near Mpup School,  
Machilipatnam-521131,  
Andhra Pradesh.  
Tel# -

Dear Vamsi Krishna Ariga,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20222099917**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





# POWER MECH

Growth Unlimited

Ref: PM/CO/HR/F.No.704/21-22/6002

Date: 07.02.2022

## Offer Letter

To,  
Mr. Aslamur Rahaman  
6/110A/4, Main Road,  
Patha Peta, Pedana, Krishna,  
Andhra Pradesh - 521366.  
Mobile: 8885248556.

Dear Mr. Aslamur Rahaman,

This has reference to the personal discussion we had with you, we are pleased to offer you an employment in our organization as Tr. Engineer - CSX.

You will be paid a CTC of Rs. 2,16,000/- (Rupees Two Lakh(s) Sixteen Thousand Only) per annum as per the terms agreed by us mutually. In addition to this you will be eligible for all the benefits applicable as per HR policy in this grade. A detailed CTC structure is being attached here with for your reference.

Your place of posting is Power Mech Projects Limited, Corporate Office , Hyderabad. However your services are transferable to any of the locations before or after your date of reporting.

You are advised to join us on or before 14.02.2022 as agreed by you. Should there be any change, it has to be agreed by both the parties in writing beforehand, Otherwise this offer letter will stand cancelled.

In case, you require any clarification, you can contact our Site HR Mr. Shaik Karimulla (9014590222).

The detailed appointment order will be issued to you at the time of your joining.

You are advised to submit the remaining photo copies of all your credentials which are mandatory at the time of your joining.

Please sign and return the duplicate copy of this letter as a token of your acceptance at the earliest.

We look forward for your association with Power Mech Projects Ltd.

Yours Sincerely,  
For Power Mech Projects Ltd.,

Srikanth Marni  
Associate Vice President – HR & Admin

Aslamur Rahaman

## POWER MECH PROJECTS LIMITED

AN ISO 9001, ISO 14001 & OHSAS 18001 CERTIFIED COMPANY

Regd. & Corporate Office :  
Plot No. 77, Jubilee Enclave, Opp. Hitesh,  
Machhapur, Hyderabad-500081  
Telangana, India  
CIN : E74140TG1999PLC032156

Phone : 040-30444444  
Fax : 040-30444400  
E-mail : info@powermech.net  
Website : www.powermechprojects.com



JAS-ANZ



M45707104



**Date:13-Apr-2022**

To

Siva Naga Raju Badinedi  
INDIA

Dear Siva Naga Raju Badinedi,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

2.1. a) You should have completed/ complete the Degree which you pursued/ are now pursuing, without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. Mindtree has training centers in Bangalore, Hyderabad, Chennai, Pune, Noida and Kolkata. Based on the preference expressed by you during the selection process, you shall initially undergo training at Mindtree training center in Hyderabad (Orchard Learning Programme), which helps you to transition to the corporate world of technology solutions. The details of the programme and the specific address of the training location in Hyderabad will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs prior to or during your training period.

*b.sivanagaraju*  
b.sivanagaraju (Apr 14, 2022 10:27 GMT+5.5)



**Offer: Computer Consultancy**

**Ref: TCSL/DT20221003431/Lucknow**

**Date: 05/03/2022**

Ms. Vijayalakshmi Boddapati  
1-35b/Sri Sai NilayamBeside Postoffice,  
Ponukumada,  
Tamarisa-521327,  
Andhra Pradesh.  
Tel# -

Dear Vijayalakshmi Boddapati,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**

**TCSL/DT20221003431**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

HRD/3T/1003017841/21-22

February 11, 2022

Mr. Gopi Bommanaboyina  
2-52/1,  
Bhatluru, Guntur,  
Sattenapalle-522403  
India

Ph: +91-7036776192

Dear Gopi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2022.02.11 22:11 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



Date: 29<sup>th</sup> of April 2021  
Name: BOYINA MANOHAR  
Roll Number: 17481AD121

Sub: Letter of Intent

Dear BOYINA MANOHAR

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 2070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L22300TN1998PLC011033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



**Offer: Computer Consultancy**

**Ref: TCSL/CT20203349712/Lucknow**

**Date: 20/12/2021**

Mr. Chandu Harsha Vardhan Ede  
1-3-77Vancharala Vari Street,  
Government Hospital,  
Amalapuram-533201,  
Andhra Pradesh.  
Tel# 91-9908357877

Dear Chandu Harsha Vardhan Ede,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**

**TCSL/CT20203349712**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## APPOINTMENT LETTER

March 22, 2022

Dear GUNJA VENKATESH

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.



Ref: 845856/1964287/Permt

Date: 28th September, 2021

**Harika Annavarapu**  
18-6-13B, Ambedkar Colony, Ponnur  
Guntur, Andhrapradesh - 522124  
Phone No: 9121482409

**Subject - Offer of Appointment**

Dear **Harika Annavarapu**,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Technical Support** on **U1** band, operating out of our **Chennai** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 259205 (Rupees Two Lakhs Fifty Nine Thousand Two Hundred And five Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **28th September, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Suriyapriya Nagarajan at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited (SDB-4), 602/3 Elcot SEZ, Old Mahabalipuram Road, Sholinganallur Village, Chennai - 600119**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Suriyapriya Nagarajan** latest by **28th September, 2021**.





**Offer: Computer Consultancy**

**Ref: TCSL/CT20213772259/Lucknow**

**Date: 16/12/2021**

Mr. Sai Suresh Inteti  
3-110,  
Tummalapalem,  
Machilipatnam-521001,  
Andhra Pradesh.  
Tel# -

Dear Sai Suresh Inteti,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**

**TCSL/CT20213772259**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

HRD/3F/21-22/1002131417

July 27, 2021

Mr. Tarun Manikanta Janjanam  
Candidate ID: 1002131417  
2-195 Old Rice Mill Road  
Opposite To Kuchipudi Bus Stand Exit  
Krishna District - 521136  
Krishna District  
India  
Ph: (91) 89858 95997

Dear Tarun Manikanta,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer in Job Level 3** with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,



**RICHARD LOBO**  
SVP and Head Human Resources - Infosys Limited

HRD/3T/1004476697/22-23

May 13, 2022

Ms. Jujjuvarapu Mamatha  
Thadepalli,  
Indiramma Colony  
Challapalli-521132  
India

Ph: +91-9182417744

Dear Jujjuvarapu,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2022.05.13 19:31:56 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



23-Mar-2021

Dear Kasibhatla Sai Karthikeya,  
B.Tech/B.E., Civil Engineering  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017742**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



HRD/3T/21-22/1003973666

Mr. Naga Durga Vara Prasad Katta  
Candidate ID: 1003973666  
12-35, Arandal Peta,  
Pamarru, Krishna District  
Pamarru - 521157  
Andhra Pradesh  
India  
Ph: (91) 86883 82788

March 5, 2022

Dear Naga Durga Vara Prasad,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,



**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

**INFOSYS LIMITED**

CIN: L85110KA1981PLC013115

44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362

askus@infosys.com  
[www.infosys.com](http://www.infosys.com)

October 19, 2021

**OFFER LETTER**

Dear Mr. Naveen,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of "Assistant Highway Engineer" at project "Consultancy services for Authority's Engineer for Supervision of Rehabilitation and Upgradation of NH-165 from Km 0.000 to Km 64.020 (Pamarru to Akiveedu Section) to Two lane with paved shoulders in the State of Andhra Pradesh on EPC Mode under Annual Plan 2019-20" CTC of Rs. 15,000/- (Rupees Fifteen Thousand only) per month.

We would expect you to join as early as possible on or before 15<sup>th</sup> Nov. 2021 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing. All company rules and regulations will be applicable to you from first day of joining. On the date of your joining, you may please bring along the following documents. Your appointment letter will be given only after submission of all applicable documents.

- Aadhar Card copy
- Copies of Educational Certificates
- Copies of professional Certificates
- Relieving certificate from the previous employer
- 2 Passport Size photographs
- Cancel Cheque /Security Cheque
- PAN Card copy
- This Offer of Employment is subject to receipt of satisfactory references.

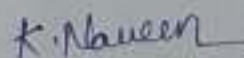
This Letter of Offer is being sent in duplicate. Kindly sign the copy as a token of your acceptance of the offer and return us the same.

Thanking You  
For, Kaius Consulting Pvt. Ltd.



(Authorized Signatory)

Signed in token of acceptance



KODALI NAVEEN

KAIUS CONSULTING PVT. LTD.

HRD/3T/1002767462/21-22

November 19, 2021

Mr. Naveen Madala  
5-142, Pedakancherla,  
Vinukonda  
Vinukonda-522649  
India

Ph: +91-9182687259

Dear Naveen,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.11.19 20:43:40 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



## **EMPLOYMENT OFFER LETTER**

Capgemini Ref: 5100398 /1015808,

10/18/2021,

MATTHI TEJA SREE  
1-52,,Jakkamcherla, Krishna Jakkamcherla, Andhra Pradesh - 521332,  
Jakkamcherla ,Andhra Pradesh,  
India

**Confidential**

**Dear MATTHI TEJA SREE,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited ('Capgemini' or 'Company')** starting from **10/19/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Pune**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:





Date: 29<sup>th</sup> of April 2021  
Name: MATURI SAI SRI POOJA  
Roll Number: 17481A0178

Sub: Letter of Intent

Dear MATURI SAI SRI POOJA

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,


For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 45-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC041011, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

	NCC Limited																																
	PAYSリップ FOR THE MONTH OF April - 2022					JOB :APTIDCO - JAKKAMPUDI																											
	Employee Code		TS43841				UAN		101777403947																								
	Employee Name		NAGANABOINA SIVAJI																														
	Department		PROJECTS				Basic Salary		7,500.00																								
	Designation		Graduate Engineer Trainee (Civil)				PAN		NSOPS1356A																								
	Date of Joining		25/03/2022				PF No		AP/HYD/13681/ 174179																								
<table><tr><td>Leave Status</td><td>CL</td><td>EL</td><td>ESI</td><td>LOP</td><td>OH</td><td>SL</td><td>TL</td></tr><tr><td>Availed</td><td>0.0</td><td>0.0</td><td>0.0</td><td>0.0</td><td>0.0</td><td>0.0</td><td>0.0</td></tr><tr><td>Balance</td><td>1.0</td><td>0.0</td><td>0.0</td><td>0.0</td><td>1.0</td><td>0.0</td><td>0.0</td></tr></table>										Leave Status	CL	EL	ESI	LOP	OH	SL	TL	Availed	0.0	0.0	0.0	0.0	0.0	0.0	0.0	Balance	1.0	0.0	0.0	0.0	1.0	0.0	0.0
Leave Status	CL	EL	ESI	LOP	OH	SL	TL																										
Availed	0.0	0.0	0.0	0.0	0.0	0.0	0.0																										
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Days Payable		Days Paid			Arr.Days		LOP Days		Cum Days																								
30.0		30.0			7.0		0.0		37.0																								
Loan / Advance Information					Income Tax information																												
Earnings		Cur.Month			Arrears		Deductions		Cur.Month																								
BASIC		7500.00			1694.00		EPF		1324.00																								
HRA		6000.00			1355.00																												
MBONUS		1500.00			339.00																												
Gross Earnings		Deductions			Net pay		Deposited In																										
18388.00		1324.00			17064.00																												
Rupees SEVENTEEN THOUSAND SIXTY FOUR ONLY																																	

----- Forwarded message -----

From: Jayasri nandam <jayasreenandam@gmail.com>

Date: Sat, Dec 18, 2021, 07:11

Subject: Fwd: TCS Offer Letter

To: bhagyalakshmi nahariseti <naraharisetibhagyalakshmi@gmail.com>

----- Forwarded message -----

From: TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>

Date: Sat, 18 Dec 2021, 02:35

Subject: TCS Offer Letter

To: <jayasreenandam@gmail.com>

Dear Jayasri Nandam,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.  
Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / [ilp.support@tcs.com](mailto:ilp.support@tcs.com)

Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

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Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and

**Fwd: TCS Offer Letter**

1 message


bhagyalakshmi naharisetti <naraharisettibhagyalakshmi@gmail.com>  
To: thanvinetandxerox@gmail.com

Sat, Dec 18, 2021 at 1:25 PM

----- Forwarded message -----

From: TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>  
Date: Fri, Dec 17, 2021, 00:03  
Subject: TCS Offer Letter  
To: <naraharisettibhagyalakshmi@gmail.com>

Dear Bhagya Naraharisetti,

 Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.


Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS.  
Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / [lp.support@tcs.com](mailto:lp.support@tcs.com)

Warm Regards,  
Talent Acquisition Group  
 TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you



Date: 29<sup>th</sup> of April 2021  
Name: NUKATHOTI SRAVANI  
Roll Number: 17481A0194

Sub: Letter of Intent

Dear NUKATHOTI SRAVANI

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLCP41033. Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



**Offer: Computer Consultancy**

**Ref: TCSL/DT20229791543/Lucknow**

**Date: 09/02/2022**

Mr. Raja Parime  
5/36Elimentri School,  
Thummalapalli,  
Gudivada-521321,  
Andhra Pradesh.  
Tel# -

Dear Raja Parime,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**

**TCSL/DT20229791543**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Date: 29<sup>th</sup> of April 2021  
Name: POTU LAKSHMAN NARAYANA  
Roll Number: 17481A01A2

Sub: Letter of Intent

Dear POTU LAKSHMAN NARAYANA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Alisac Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number - U72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

Declaration of Commitment of an Expert

I, the undersigned Prathipati Manoj confirm my commitment to participate in the project:

- **Consultancy Services for Supervision Consultant (SC) of Operation & Maintenance of Penchalakona to Yerpedu section from 425,400-509,400 of NH-565 in the state of Andhra Pradesh.**

And therefore, certify that:

1. I have given my consent and authorization to be included by SATRA in its Technical and Financial Proposals on an exclusive basis, for the position of **(Technical Supervisor)**. In case, I have provided my consent to any other firms for the above said project, I shall solely be responsible for any eventuality in future and Client is at liberty to take any appropriate action against me.
2. That the information about my qualification and experience (Name of Employer, Position held, Tenure of Work and Description of Work) in the CV is correct and supported by experience certificates. The original certificates of education and experience shall be produced on demand. I undertake the responsibility of correctness of the information in the CV, in case of absence of experience certificate from the respective Employer. Further, I shall not have any objection to my debarment in case the uploaded information is found misrepresented/inflated.
3. That I shall be available for providing services for complete duration of the project i.e. complete duration at project site or any other location in the interest of the project. I am aware that on the event of leaving the project prematurely, will render me liable for debarment on any further project by the Client.
4. That I shall be available for interaction or presentation with the Client as and when required by Client/Consultant. The expenditure incurred for aforesaid purpose shall borne by SATRA in accordance to the Company rules.
5. I shall have no objection in uploading/ hosting of my credentials by Client in public domain.
6. My remuneration and other terms are attached in **Annexure-1**.

Place Andhra Pradesh

Date: 18-06-2022

Signature: \_\_\_\_\_

Expert's Full Name: Prathipati Manoj

Mobile : +91 6300483674





Date: 29<sup>th</sup> of April 2021  
Name: PURITIPATI MOHITH GANDHI REDDY  
Roll Number: 17481A01A5

Sub: Letter of Intent

Dear PURITIPATI MOHITH GANDHI REDDY -

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203561790/Lucknow**  
**Date: 14/01/2022**

Mr. Ganesh Babu Putti  
D No- 1-58/2Patha Nadakuduru,  
Patha Nadakuduru,  
Challapalli-521126,  
Andhra Pradesh.  
Tel# 91-8886848681

Dear Ganesh Babu Putti,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20203561790**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Date: 29<sup>th</sup> of April 2021  
Name: SRAVANAM RAIKUMAR  
Roll Number: 17481A01B5

Sub: Letter of Intent

Dear SRAVANAM RAIKUMAR

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4295 7070 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



Date: 29<sup>th</sup> of April 2021  
Name: YEMINENI HEMANTH KUMAR  
Roll Number: 174B1A01D1

Sub: Letter of Intent

Dear YEMINENI HEMANTH KUMAR

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042

Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : L72300TN1988PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



# POWER MECH

Ref: PM/CO/HR/F.No.704/21-22/5997

Date: 07.02.2022

## Offer Letter

To,  
Mr. Kodali Sivaji  
16-25, Moula Nagar, Gollapudi,  
Krishna, Andhra Pradesh - 521225.  
Mobile: 6300301340.

Dear Mr. Kodali Sivaji,

This has reference to the personal discussion we had with you, we are pleased to offer you an employment in our organization as Tr. Engineer - SMX.

You will be paid a CTC of Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) per annum as per the terms agreed by us mutually. In addition to this you will be eligible for all the benefits applicable as per HR policy in this grade. A detailed CTC structure is being attached here with for your reference.

Your place of posting is Power Mech Projects Limited, Koda - Khammam Road Project. However your services are transferable to any of the locations before or after your date of reporting.

You are advised to join us on or before 14.02.2022 as agreed by you. Should there be any change, it has to be agreed by both the parties in writing beforehand, Otherwise this offer letter will stand cancelled.

In case, you require any clarification, you can contact our Site HR Mr. Baji (9110766581).

The detailed appointment order will be issued to you at the time of your joining.

You are advised to submit the remaining photo copies of all your credentials which are mandatory at the time of your joining.

Please sign and return the duplicate copy of this letter as a token of your acceptance at the earliest.

We look forward for your association with Power Mech Projects Ltd.

Yours Sincerely,  
For Power Mech Projects Ltd.,

Srikant Marni  
Associate Vice President – HR & Admin

Kodali Sivaji

## POWER MECH PROJECTS LIMITED

AN ISO 9001, ISO 14001 & OHSAS 18001 CERTIFIED COMPANY

Regd. & Corporate Office :  
Plot No. 77, Jubilee Endave, Opp. Hitech,  
Machhapur, Hyderabad-500081  
Telangana, India  
CIN : L74140TG1999PLC032156

Phone : 040-30444444  
Fax : 040-30444400  
E-mail : info@powermech.net  
Website : www.powermechprojects.com



IAS-ANZ



MA5759-01



June 14, 2022

HRD/3T/1004361471/22-23

Ms. Matta Priyanka

Mig 77 ,Kphb 1 Kukatpally,

Zakir Husaun College Road,Ibrahimpattam Vijayawada,Krishna

Hyderabad-500072

India

Ph: +91-8886244744

Dear Matta,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Digitally signed by Richard Lobo  
Date: 2022.06.15 15:12 IST  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com





1848540132

Offer: Computer Consultancy  
Ref: TCSL/DT20222113100/Lucknow  
Date: 28/03/2022

Mr. Siva Rama Koteswararao Jaddu  
5-60Yadavpalem,  
Mangalapuram,  
Challapalli-521131,  
Andhra Pradesh.  
Tel# -

Dear Siva Rama Koteswararao Jaddu,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/DT20222113100

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India  
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

**Date:05-Nov-2021**

**Ramanjaneyulu Jarugu  
C10316148**

**6-75,Jaruguvanipalem,lingareddypalem,krishna,521328**

**9542326001**

Dear **Ramanjaneyulu Jarugu**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 3.0 (Oct 2021)

1

Candidate's Signature



## Offer Letter

18<sup>th</sup> March 2022

### To

Mr. Purna Naga Shanmukha Kumar Karna,  
S/o: K Mohana Rao  
D.no 14-98-2,  
Polavarapu Peta,  
Pedana, Krishna - 521366,  
Andhra Pradesh

Contact No: +919515650066

Mr. Purna Naga Shanmukha Kumar Karna

Subsequent to our discussions, we are pleased to offer you the position "**Associate-Detailer**" with Cadeploy Engineering Private Limited (the "Company") located at **Hyderabad** on the following terms and conditions of employment, effective from the date of joining. You need to join the company on **21<sup>st</sup> March 2022** You will receive the complete employment agreement at the time of joining.

**A. Duties and Probation.** You will occupy **Associate-Detailer** position in Cadeploy Engineering responsible for all delivery activities that contribute to the development of the company and its services. Your detailed roles & responsibilities will be defined in your employment agreement. You shall use your best energies and abilities on a full time basis to perform duties assigned to you from time to time. You will be on probation for 6 months. After successful completion of your probation a confirmation letter will be issued. Your performance review will be annual. You shall provide reports concerning your work activities from time to time as requested. During your employment, you shall not directly or indirectly seize any corporate opportunities or otherwise engage in any conduct adverse to the best interests of the Company. Also you are instructed not to divulge any confidential information or violate any agreement with your prior employers.

**B. Compensation and Benefits.** You shall be compensated as agreed in the discussion. This salary will begin on first day you report to employment with Cadeploy Engineering. The detailed salary break up will be given along with the appointment letter. You will be eligible for leaves as per the company policies.

**C. Relocation and Termination.** You promptly will comply with the Company's instructions concerning relocation. The Company agrees to provide you with one month advance notice of termination (except no advance notice is required if the termination of your employment is for cause) and you agree to provide the company with two months advance notice of termination of employment. Your employment will be terminated with immediate effect in case of poor performance. You agree that at least two months advance notice by you is reasonable and necessary under such circumstances due to the substantial effort, time and expense the Company will be required to incur in employing and relocating you and in replacing your services.

**D. Confidentiality.** As part of your employment, you will acquire or develop confidential and proprietary information concerning the Company and its dealings and method of dealings with its customers and Employees and you also will develop relationships of special trust and confidence with the Company's customers and employees (collectively, "Confidential Matter"). You agree that such Confidential Matter is For the Company's exclusive benefit and that, both during your employment and at all times thereafter, you will not directly use or disclose any Confidential Matter except for the sole benefit and with the consent of the Company. Upon the conclusion of your employment, you will Promptly return all documents, time sheets and information (including computer generated or stored matters) concerning the Company or its customers and employees.





**30-Aug-2021**

**Dear Rohit Kollipara,**  
B.Tech, Civil  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 17785945**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

**Bharat Electronics Limited : Machilipatnam**  
**Human Resources Division**

List of the candidates selected for Graduate Apprenticeship training based on  
the written test conducted on 12.09.2021

**Discipline: Electronics**

Trade	Name	Roll No
GRADUATE ELECTRONICS	VANAPALLI NANDA VIJAYA KUMAR	1001
GRADUATE ELECTRONICS	PACHHARI SIVA NAGA RAJU	1007
GRADUATE ELECTRONICS	ANKEM CHANDANA	1011
GRADUATE ELECTRONICS	KUTHANI MADHURI	1014
GRADUATE ELECTRONICS	DARLA PETER PAUL	1015
GRADUATE ELECTRONICS	SRIPATHI JAYA VAMSI	1016
GRADUATE ELECTRONICS	MOTEPALLI RAVI KUMAR	1017
GRADUATE ELECTRONICS	BHIMAVARAPU MAHALAKSHMI	1020
GRADUATE ELECTRONICS	VUCHA AMANI	1024
GRADUATE ELECTRONICS	CHILLIMUNTA VEERA VENKATA NAGA BABY SA	1027

**Discipline: Mechanical**

Trade	Name	Roll No
GRADUATE MECHANICAL	MARTURU YASWANTH LEELA SAIKUMAR	1047
GRADUATE MECHANICAL	THIDA VENKATA RAO	1048
GRADUATE MECHANICAL	PALIKA RAM PRAKASH	1049
GRADUATE MECHANICAL	CHIKKAVARAPU VIKAS CHANDRA	1060
GRADUATE MECHANICAL	KOMMIRIPALEM PREM KUMAR	1072
GRADUATE MECHANICAL	KANDULA PAVAN KUMAR	1082
GRADUATE MECHANICAL	PASUPULETI SURESHPRABHU	1083
GRADUATE MECHANICAL	VEEDHI SATISH KUMAR	1084

**Discipline: Computer Science**

Trade	Name	Roll No
GRADUATE COMPUTER SCIENCE	GANGA MODI	1033
GRADUATE COMPUTER SCIENCE	JOSHI CHANAKYABALAJI	1036

**Discipline: Civil**

Trade	Name	Roll No
GRADUATE CIVIL	METUKUMILLI PUSHPADANTH ✓	1040
GRADUATE CIVIL	KOLLIPARA ROHIT SAI	1041
GRADUATE CIVIL	ETAKOTA NAGA LAKSHMI	1044
GRADUATE CIVIL	VEERAMALLU SAIRAM	1046

HRD/3T/1002138087/21-22

October 9, 2021

Mr. Jogendra Sai Babu Nandyala  
1-334  
Kodur  
Kodur-521328  
India

Ph: +91-9866527427

Dear Jogendra Sai Babu,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.10.09 21:07:57 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com





# POWER MECH<sup>®</sup>

Ref: PM/CO/HR/F.No.704/21-22/6001

Date: 07.02.2022

## Offer Letter

To,  
Mr. P. Yeshwanth Dinakar  
20/520 - B, Parasu Peta,  
Chilakalapudi, Krishna,  
AP - 521002.  
Mobile: 9618758527.

Dear Mr. P. Yeshwanth Dinakar,

This has reference to the personal discussion we had with you, we are pleased to offer you an employment in our organization as **Tr. Engineer - PMX**.

You will be paid a CTC of Rs. 2,16,000/- (Rupees Two Lakhs Sixteen Thousand Only) per annum as per the terms agreed by us mutually. In addition to this you will be eligible for all the benefits applicable as per HR policy in this grade. A detailed CTC structure is being attached here with for your reference.

Your place of posting is Power Mech Projects Limited, Corporate Office, Hyderabad. However your services are transferable to any of the locations before or after your date of reporting.

You are advised to join us on or before 14.02.2022 as agreed by you. Should there be any change, it has to be agreed by both the parties in writing beforehand, Otherwise this offer letter will stand cancelled.

In case, you require any clarification, you can contact our Site HR Mr. Shaik Karimulla (9014590222).

The detailed appointment order will be issued to you at the time of your joining.

You are advised to submit the remaining photo copies of all your credentials which are mandatory at the time of your joining.

Please sign and return the duplicate copy of this letter as a token of your acceptance at the earliest.

We look forward for your association with Power Mech Projects Ltd.

Yours Sincerely,  
For Power Mech Projects Ltd.,

Srikanth Marni  
Associate Vice President – HR & Admin

P. Yeshwanth Dinakar

## POWER MECH PROJECTS LIMITED

AN ISO 9001, ISO 14001 & OHSAS 18001 CERTIFIED COMPANY

Regd. & Corporate Office :  
Plot No. 77, Jubilee Enclave, Opp. Hitesh,  
Madhapur, Hyderabad-500081  
Telangana, India  
CIN : L74140TG1999PLC032156

Phone : 040-30444444  
Fax : 040-30444400  
E-mail : info@powermech.net  
Website : www.powermechprojects.com





Date: 29<sup>th</sup> of April 2021  
Name: PALANKI NAVEEN  
Roll Number: 18485a0146

**Sub: Letter of Intent**

**Dear PALANKI NAVEEN**

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to your building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

**Authorized Signatory**  
**Human Resources Department**

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042

Tel : +91.44.4299 2020 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : L72306TN1908PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



Date: 08.10.2021

Mr. Girish Varma,

Position: Service Engineer

Dear Mr. Girish Varma,

Further to your application and subsequent interview you had with us, we are happy to offer you the position of Service Engineer on the following terms and conditions and your joining date will be 5<sup>th</sup> August, 2021 at AP. The said offer letter will be lapsed, if not reported on or before 5<sup>th</sup> August, 2021.

1. You will be paid a Gross salary of Rs.13,000/- (**Rupees Thirteen thousand only**).
2. Your compensation package is as per the sheet attached. Applicable deductions will be made from your gross compensation. Your compensation is a confidential matter between you and Novus Green Energy Systems Ltd. It shall not be discussed or disclosed to anyone within or outside the company without the prior written permission.
3. From your day of joining with Novus Green Energy Systems, you will be eligible for leave as per Company's leave rules and public holidays applicable and as declared by the Company. Please provide your manager or any authorized person at Novus Green Energy Systems Ltd a reasonable 2-week notice period before going on vacation or on a single day leave.
4. In addition to all public holidays in India, you will be entitled to 12 days of sick leave, and 12 days of casual leave upon completion of every fiscal year. It is your liability to inform management about any required casual leaves at-least 2 weeks in advance. On a whole, you are entitled to have **24 days** of leave per annum, which starts from the date of your Permanent employment with the Company.
5. You shall be in probation for a period of three months. During this period, you are not entitled to any leave. In emergencies, your absence will be considered as loss of pay. During probation, your services are liable to be terminated with a notice period of one month or immediate effect if your performance is not found to be satisfactory.
6. Unless otherwise specified, your regular working hours will be **Monday – Saturday, 9:30 a.m. – 6.00 p.m.** Based on the requirements of our training schedules, you may be required to work extra hours in exceptional scenarios where training / evaluation / conference calls are scheduled, or delivery schedules need to be met.



DirectCore/RH2541397/254838/Pune/August/V0

## PRIVATE AND CONFIDENTIAL

August 10, 2021

GUNJI NAVYA

Andhra Pradesh  
, India.

Dear GUNJI NAVYA,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Associate Software Engineer, in **Band 5** and **Level 2** with our organisation. The gross compensation will be **INR 4,00,000/- (Four Lakhs rupees only)** per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways - our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on August 19, 2021 at Pune. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Contact Us:  
T : +91 080 6750 1000  
F : +91 080 6695 9943  
E : investor.relations@mphasis.com

[www.mphasis.com](http://www.mphasis.com)

Mphasis Limited  
Registered Office:  
Bagmane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanahundi village,  
Mahadevpur, Bangalore 560 046, India  
CIN: L3007KA1992PLC025294



**ANNEXURE - 1**

<b>Name</b>	<b>GUNJI NAVYA</b>
<b>Band</b>	<b>Band 5</b>
<b>Level</b>	<b>Level 2</b>
<b>Title</b>	<b>Associate Software Engineer</b>
Total Compensation / CTC	4,00,000
Band	Band 5
Level	Level 2
<b>Salary Component</b>	<b>Amount (in Rs./Month)</b>
Basic	13,333
House Rent Allowance	8,242
Leave Travel Allowance	NA
Special Allowance	3,333
Ex-Gratia / Bonus*	4,500
<b>Total Fixed Cash</b>	<b>29,408</b>
Variable Pay	1,667
Provident Fund Contribution (PF)	1,800
Mediclaim Insurance Premium	458
<b>Target Cost to Company</b>	<b>33,333</b>
<b>Target Cost to Company (per annum)</b>	<b>4,00,000</b>

Note:

\* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

Contact Us:

T : +91 080 6750 1000

F : +91 080 6895 9943

E : investor.relations@mphasis.com

www.mphasis.com

**Mphasis Limited**

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,

Mahadevpura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

**Date: June 17, 2022.**

To,  
Mr. Chimata Uday Kiran  
. 3-144 Mainroad, chitapor Village ,  
chaitrai mandal,Allore distirct,521213

**Sub: Offer Letter – Software Consultant**

Dear Chimata Uday Kiran

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

Based on our discussions and your profile, we are pleased to make you an offer as a **"Software Consultant"** in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

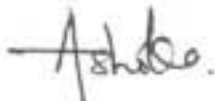
Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us. We would request your confirmation for acceptance of this offer by returning us a signed copy of this letter or through electronic communication. The acceptance of offer is valid till **June 18,2022** and you should report at our office on or before **June 21,2022** if not the offer stands cancelled.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,



Ashok Kumar Dondapati  
Sr Manager – RMG/Staffing.  
Million Minds Infotech Pvt. Ltd.

4  
12-206  
3  
Date: 29<sup>th</sup> of April 2021  
Name: BETHALA RAVI KIRAN  
Roll Number: 17481A0206

Sub: Letter of Intent

Dear BETHALA RAVI KIRAN

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46/G, Vaidhary Nam Road, Vaidhary, Chennai - 600 092  
Tel : +91-44-4299 2026, Fax : +91-44-4299 2027, Email : [hr@allsectech.com](mailto:hr@allsectech.com)  
Corporate Identity Number : U22200TN1992PL104923, Email : [contact@allsectech.com](mailto:contact@allsectech.com)



Employee ID:- CSB03042

Date: 06<sup>th</sup> Dec 2021

DEVANABOINA JEEVAN RAJEEV KUMAR RAJU

21/649 parosupeta  
machilipatnam  
bandar  
KRISHNA A.P 521001  
Pincode-521001

Subject - Offer of Appointment

Dear RAJU,

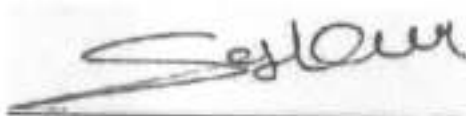
It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our Vizag office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Offers@cerium-systems.com** latest by **06<sup>th</sup> Dec 2021**.

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Encl:** Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H (Code of Conduct and Ethics), Annexure I (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:

**Annexure - A**

NAME	DEVANABOINA JEEVAN RAJEEV KUMAR RAJU	
TITLE	Associate Engineer	
BAND	U1	
LOCATION	Vizag	
COMPONENTS		Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)		117735
HRA (@70% OF BASIC)		82415
BONUS / STATUTORY BONUS		48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND		21600
FLEXIBLE COMPONENTS OF TFP		24587
TOTAL FIXED PAY ..... (A)		294337
TOTAL VARIABLE PAY (TVP) ..... (B)		0
ADDITIONAL BENEFITS ..... (C)		10000
GRATUITY		5663
TOTAL COST TO COMPANY ..... (D) = (A) + (B) + (C)		310000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

17-209

6



Date: 29<sup>th</sup> of April 2021  
Name: BOYA HEMA  
Roll Number: 17481A0209

Sub: Letter of Intent

**Dear BOYA HEMA**

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 40/12, Valsadhiyapuram Road, Valsadhiyapuram - 605 042

Tel : +91 464 1246 2070, www.allsectech.com

Company Identification Number : F112200TH19W001001001, Email : contactus@allsectech.com



Ref.: GET 2021/Electrical/TIIC-LT2021489325469742

15th September 2021

**Mr. GHANTA SRI JASWANTH**  
Gudlavalluru Engineering College  
Contact No. 9182349947

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You are hereby advised to complete the pre-employment medical checkup at the earliest. Please note that your offer of training will be strictly subject to your being medical fit by our Company's doctor.

Your training commences from **10<sup>th</sup> October 2021** with pre-joining activities on **09<sup>th</sup> October 2021**. Accordingly, you are required to report at Chennai Head Quarters Office on **08<sup>th</sup> October 2021**. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

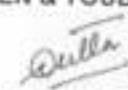
You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10<sup>th</sup> Std) Certificate and Mark sheet - In Original
- H.S.C (12<sup>th</sup> Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining]
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact

HR Name	Contact Number	Mail ID
Mr. Ashwin Prabhu S S	9600693608	sashwinprabhu@lntinfra.com
Ms. Gayatri	9920457454	gayatri.kelkar@lntinfra.com

**Yours faithfully,  
for LARSEN & TOUBRO LIMITED**

  
**(SUKHENDU DUTTA)**  
**HEAD - TALENT ACQUISITION**  
**TRANSPORTATION INFRASTRUCTURE IC**



Ref.: GET 2021/Electrical/THC-LT2021489325469742

15th September 2021

Mr. GHANTA SRI JASWANTH  
Gudlavalleru Engineering College  
Contact No. 9182349947

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

With reference to the interview you had with us, we have pleasure in selecting you as **Graduate Engineer Trainee** on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
- (b) Being found medically fit by the Company's Doctor.

1. Your period of training will be for twelve months from the date you report for training.
2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
<b>TOTAL</b>	<b>40710/- P.M</b>	<b>39910 /- P.M</b>

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

Site Compensatory Allowances (P.M)	Project Based
	₹ 3160/-P.M.

A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period. Refer Annexure – II.

4. **Gratuity:** Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.

DirectCore/RH8078706/254838/Pune/August/V0

## PRIVATE AND CONFIDENTIAL

August 10, 2021

**BABY NAGA PRANITHA K**

**Andhra Pradesh  
, India.**

**Dear BABY NAGA PRANITHA K,**

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Associate Software Engineer, in **Band 5 and Level 2** with our organisation. The gross compensation will be **INR 4,00,000/- (Four Lakhs rupees only)** per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways - our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on August 19, 2021 at Pune. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

9



Date: 29<sup>th</sup> of April 2021  
Name: KOTCHERLAKOTA SRIDHAR  
Roll Number: 17481A0242

Sub: Letter of Intent

**Dear KOTCHERLAKOTA SRIDHAR**

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4779 2005, Mail : [www.allsectech.com](mailto:www.allsectech.com)  
Corporate Identity Number : U72300TN1998PL1011011, Email : [contact@allsectech.com](mailto:contact@allsectech.com)

(10)



Date: 29<sup>th</sup> of April 2021  
Name: MEKALA VINEETHA  
Roll Number: 17481A0255

Sub: Letter of Intent

**Dear MEKALA VINEETHA**

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Vachery Main Road, Vachery, Chennai - 600 042  
Tel : +91-86-4299 2020 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Treasury Number : LT2300TN1999P1A O-1023 Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

Ref.: GET 2021/Electrical/TBC-LT2021462879354298

15th September 2021

Mr. KADIYAM LAKSHMI PAVAN KUMAR  
Gudlavalleru Engineering College  
Contact No. 7981558971

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You are hereby advised to complete the pre-employment medical checkup at the earliest. Please note that your offer of training will be strictly subject to your being medical fit by our Company's doctor.

Your training commences from **10<sup>th</sup> October 2021** with pre-joining activities on **09<sup>th</sup> October 2021**. Accordingly, you are required to report at Chennai Head Quarters Office on **08<sup>th</sup> October 2021**. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

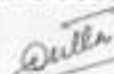
You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- > S.S.L.C (10<sup>th</sup> Std) Certificate and Mark sheet - In Original
- > H.S.C (12<sup>th</sup> Std) Certificate and Mark sheet - In Original
- > Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- > Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- > Good Conduct certificate issued by the College
- > Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- > 2 Passport size photographs (Mandatorily photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- > A Copy of your Aadhar Card & PAN Card
- > Proof of age - either S.S.C or school leaving certificates
- > Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact

HR Name	Contact Number	Mail ID
Mr. Ashwin Prabhu S S	9600693608	sashwinprabhu@lntec.com
Ms. Gayatri	9920457454	gayatri.kelkar@lntec.com

Yours faithfully,  
for LARSEN & TOUBRO LIMITED



(SUKHENDU DUTTA)  
HEAD - TALENT ACQUISITION  
TRANSPORTATION INFRASTRUCTURE IC

Ref.: GET 2021/Electrical/TIC-LT2021462879354298

15th September 2021

**Mr. KADIYAM LAKSHMI PAVAN KUMAR**  
Gudlavalleru Engineering College  
Contact No. 7981558971

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

With reference to the interview you had with us, we have pleasure in selecting you as **Graduate Engineer Trainee** on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
- (b) Being found medically fit by the Company's Doctor.

1. Your period of training will be for twelve months from the date you report for training.
2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
<b>TOTAL</b>	<b>40710/- P.M</b>	<b>39910 /- P.M</b>

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

Site Compensatory Allowances (P.M)	Project Based
	₹ 3160/-P.M.

A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period. Refer Annexure – II.

4. **Gratuity**: Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.



2



Date: 29<sup>th</sup> of April 2021  
Name: MYNAMPUDI SUJITH  
Roll Number: 17481A0263

Sub: Letter of Intent

**Dear MYNAMPUDI SUJITH**

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 96 C, Vengal Rao Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 2020, Email : [info@allsectech.com](mailto:info@allsectech.com)  
Corporate Identity Number : 1723001N1968P1C041031, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

13  
17.2.22

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date:04-Aug-2021

Harsha Vardhani Pasupuleti  
C9851238

2-166,Jujjavaram,Pamaru Mandal,Krishna District, Andhra Pradesh - 521157  
8309660197

Dear Harsha Vardhani Pasupuleti,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 45c7ad36-a0a0-4398-89c9-b9dd55ce4357\_1  
Signed By: Mahesh Vasudeo Zurale



After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972; as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



DirectCore/RH4268712/254838/Pune/August/V0

## PRIVATE AND CONFIDENTIAL

August 10, 2021

LANKE RAVISAI

Andhra Pradesh  
, India.

Dear LANKE RAVISAI,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Associate Software Engineer, in **Band 5** and **Level 2** with our organisation. The gross compensation will be **INR 4,00,000/-** (Four Lakhs rupees only) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways - our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on August 19, 2021 at Pune. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Contact Us:

T : +91 080 6750 1009

F : +91 080 6685 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanahundi Village,  
Mahadevapura, Bangalore 560 046, India

CIN: L3007KA1992PLC025294

**ANNEXURE - 1**

<b>Name</b>	<b>LANKE RAVISAI</b>
<b>Band</b>	<b>Band 5</b>
<b>Level</b>	<b>Level 2</b>
<b>Title</b>	<b>Associate Software Engineer</b>
Total Compensation / CTC	4,00,000
Band	Band 5
Level	Level 2
<b>Salary Component</b>	<b>Amount (in Rs./Month)</b>
Basic	13,333
House Rent Allowance	8,242
Leave Travel Allowance	NA
Special Allowance	3,333
Ex-Gratia / Bonus*	4,500
<b>Total Fixed Cash</b>	<b>29,408</b>
Variable Pay	1,667
Provident Fund Contribution (PF)	1,800
Mediclaime Insurance Premium	458
<b>Target Cost to Company</b>	<b>33,333</b>
<b>Target Cost to Company (per annum)</b>	<b>4,00,000</b>

Note:

\* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

15



Date: 29<sup>th</sup> of April 2021  
Name: PORNA CHANDANA SRI  
Roll Number: 17481A0276

Sub: Letter of Intent

**Dear PORNA CHANDANA SRI**

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 40-C, Velachery Main Road, Velachery, Chennai - 603 042  
Tel : +91 44 4298 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 2681, 2682, 2683, 2684, 2685, 2686, 2687, 2688, 2689, 2690, 2691, 2692, 2693, 2694, 2695, 2696, 2697, 2698, 2699, 2700, 2701, 2702, 2703, 2704, 2705, 2706, 2707, 2708, 2709, 2710, 2711, 2712, 2713, 2714, 2715, 2716, 2717, 2718, 2719, 2720, 2721, 2722, 2723, 2724, 2725, 2726, 2727, 2728, 2729, 2730, 2731, 2732, 2733, 2734, 2735, 2736, 2737, 2738, 2739, 2740, 2741, 2742, 2743, 2744, 2745, 2746, 2747, 2748, 2749, 2750, 2751, 2752, 2753, 2754, 2755, 2756, 2757, 2758, 2759, 2760, 2761, 2762, 2763, 2764, 2765, 2766, 2767, 2768, 2769, 2770, 2771, 2772, 2773, 2774, 2775, 2776, 2777, 2778, 2779, 2780, 2781, 2782, 2783, 2784, 2785, 2786, 2787, 2788, 2789, 2790, 2791, 2792, 2793, 2794, 2795, 2796, 2797, 2798, 2799, 2800, 2801, 2802, 2803, 2804, 2805, 2806, 2807, 2808, 2809, 2810, 2811, 2812, 2813, 2814, 2815, 2816, 2817, 2818, 2819, 2820, 2821, 2822, 2823, 2824, 2825, 2826, 2827, 2828, 2829, 2830, 2831, 2832, 2833, 2834, 2835, 2836, 2837, 2838, 2839, 2840, 2841, 2842, 2843, 2844, 2845, 2846, 2847, 2848, 2849, 2850, 2851, 2852, 2853, 2854, 2855, 2856, 2857, 2858, 2859, 2860, 2861, 2862, 2863, 2864, 2865, 2866, 2867, 2868, 2869, 2870, 2871, 2872, 2873, 2874, 2875, 2876, 2877, 2878, 2879, 2880, 2881, 2882, 2883, 2884, 2885, 2886, 2887, 2888, 2889, 2890, 2891, 2892, 2893, 2894, 2895, 2896, 2897, 2898, 2899, 2900, 2901, 2902, 2903, 2904, 2905, 2906, 2907, 2908, 2909, 2910, 2911, 2912, 2913, 2914, 2915, 2916, 2917, 2918, 2919, 2920, 2921, 2922, 2923, 2924, 2925, 2926, 2927, 2928, 2929, 2930, 2931, 2932, 2933, 2934, 2935, 2936, 2937, 2938, 2939, 2940, 2941, 2942, 2943, 2944, 2945, 2946, 2947, 2948, 2949, 2950, 2951, 2952, 2953, 2954, 2955, 2956, 2957, 2958, 2959, 2960, 2961, 2962, 2963, 2964, 2965, 2966, 2967, 2968, 2969, 2970, 2971, 2972, 2973, 2974, 2975, 2976, 2977, 2978, 2979, 2980, 2981, 2982, 2983, 2984, 2985, 2986, 2987, 2988, 2989, 2990, 2991, 2992, 2993, 2994, 2995, 2996, 2997, 2998, 2999, 3000, 3001, 3002, 3003, 3004, 3005, 3006, 3007, 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3340, 3341, 3342, 3343, 3344, 3345, 3346, 3347, 3348, 3349, 3350, 3351, 3352, 3353, 3354, 3355, 3356, 3357, 3358, 3359, 3360, 3361, 3362, 3363, 3364, 3365, 3366, 3367, 3368, 3369, 3370, 3371, 3372, 3373, 3374, 3375, 3376, 3377, 3378, 3379, 3380, 3381, 3382, 3383, 3384, 3385, 3386, 3387, 3388, 3389, 3390, 3391, 3392, 3393, 3394, 3395, 3396, 3397, 3398, 3399, 3400, 3401, 3402, 3403, 3404, 3405, 3406, 3407, 3408, 3409, 3410, 3411, 3412, 3413, 3414, 3415, 3416, 3417, 3418, 3419, 3420, 3421, 3422, 3423, 3424, 3425, 3426, 3427, 3428, 3429, 3430, 3431, 3432, 3433, 3434, 3435, 3436, 3437, 3438, 3439, 3440, 3441, 3442, 3443, 3444, 3445, 3446, 3447, 3448, 3449, 3450, 3451, 3452, 3453, 3454, 3455, 3456, 3457, 3458, 3459, 3460, 3461, 3462, 3463, 3464, 3465, 3466, 3467, 3468, 3469, 3470, 3471, 3472, 3473, 3474, 3475, 3476, 3477, 3478, 3479, 3480, 3481, 3482, 3483, 3484, 3485, 3486, 3487, 3488, 3489, 3490, 3491, 3492, 3493, 3494, 3495, 3496, 3497, 3498, 3499, 3500, 3501, 3502, 3503, 3504, 3505, 3506, 3507, 3508, 3509, 3510, 3511, 3512, 3513, 3514, 3515, 3516, 3517, 3518, 3519, 3520, 3521, 3522, 3523, 3524, 3525, 3526, 3527, 3528, 3529, 3530, 3531, 3532, 3533, 3534, 3535, 3536, 3537, 3538, 3539, 3540, 3541, 3542, 3543, 3544, 3545, 3546, 3547, 3548, 3549, 3550, 3551, 3552, 3553, 3554, 3555, 3556, 3557, 3558, 3559, 3560, 3561, 3562, 3563, 3564, 3565, 3566, 3567, 3568, 3569, 3570, 3571, 3572, 3573, 3574, 3575, 3576, 3577, 3578, 3579, 3580, 3581, 3582, 3583, 3584, 3585, 3586, 3587, 3588, 3589, 3590, 3591, 3592, 3593, 3594, 3595, 3596, 3597, 3598, 3599, 3600, 3601, 3602, 3603, 3604, 3605, 3606, 3607, 3608, 3609, 3610, 3611, 3612, 3613, 3614, 3615, 3616, 3617, 3618, 3619, 3620, 3621, 3622, 3623, 3624, 3625, 3626, 3627, 3628, 3629, 3630, 3631, 3632, 3633, 3634, 3635, 3636, 3637, 3638, 3639, 3640, 3641, 3642, 3643, 3644, 3645, 3646, 3647, 3648, 3649, 3650, 3651, 3652, 3653, 3654, 3655, 3656, 3657, 3658, 3659, 3660, 3661, 3662, 3663, 3664, 3665, 3666, 3667, 3668, 3669, 3670, 3671, 3672, 3673, 3674, 3675, 3676, 3677, 3678, 3679, 3680, 3681, 3682, 3683, 3684, 3685, 3686, 3687, 3688, 3689, 3690, 3691, 3692, 3693, 3694, 3695, 3696, 3697, 3698, 3699, 3700, 3701, 3702, 3703, 3704, 3705, 3706, 3707, 3708, 3709, 3710, 3711, 3712, 3713, 3714, 3715, 3716, 3717, 3718, 3719, 3720, 3721, 3722, 3723, 3724, 3725, 3726, 3727, 3728, 3729, 3730, 3731, 3732, 3733, 3734, 3735, 3736, 3737, 3738, 3739, 3740, 3741, 3742, 3743, 3744, 3745, 3746, 3747, 3748, 3749, 3750, 3751, 3752, 3753, 3754, 3755, 3756, 3757, 3758, 3759, 3760, 3761, 3762, 3763, 3764, 3765, 3766, 3767, 3768, 3769, 3770, 3771, 3772, 3773, 3774, 3775, 3776, 3777, 3778, 3779, 3780, 3781, 3782, 3783, 3784, 3785, 3786, 3787, 3788, 3789, 3790, 3791, 3792, 3793, 3794, 3795, 3796, 3797, 3798, 3799, 3800, 3801, 3802, 3803, 3804, 3805, 3806, 3807, 3808, 3809, 3810, 3811, 3812, 3813, 3814, 3815, 3816, 3817, 3818, 3819, 3820, 3821, 3822, 3823, 3824, 3825, 3826, 3827, 3828, 3829, 3830, 3831, 3832, 3833, 3834, 3835, 3836, 3837, 3838, 3839, 3840, 3841, 3842, 3843, 3844, 3845, 3846, 3847, 3848, 3849, 3850, 3851, 3852, 3853, 3854, 3855, 3856, 3857, 3858, 3859, 3860, 3861, 3862, 3863, 3864, 3865, 3866, 3867, 3868, 3869, 3870, 3871, 3872, 3873, 3874, 3875, 3876, 3877, 3878, 3879, 3880, 3881, 3882, 3883, 3884, 3885, 3886, 3887, 3888, 3889, 3890, 3891, 3892, 3893, 3894, 3895, 3896, 3897, 3898, 3899, 3900, 3901,





Date: 29<sup>th</sup> of April 2021  
Name: VANGA KHYATHI NAIDU  
Roll Number: 17481A0297

Sub: Letter of Intent

**Dear VANGA KHYATHI NAIDU**

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office: 40 C, Vellachery Main Road, Vellachery, Chennai - 600 042  
Tel: +91 295 4290 2020 - www.allsecindia.com  
Corporate Identity Number: U72200TN1999HH1001533, Email: contactus@allsecindia.com

(17)



Date: 29<sup>th</sup> of April 2021  
Name: VELAGAPUDI RAKESH  
Roll Number: 17481A02B5

Sub: Letter of Intent

**Dear VELAGAPUDI RAKESH**

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 40 C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4298 2070, www.allsectech.com  
Company Identity Number: L172300TN960910111111, Email : contactus@allsectech.com



18



Date: 29<sup>th</sup> of April 2021  
Name: GANGULA RAMESH  
Roll Number: 18485A0255

Sub: Letter of Intent

**Dear GANGULA RAMESH**

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46 C, Vellorey Main Road, Vellorey, Chennai - 600 042  
Tel : +91 44 4296 2020 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1999PN041024, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

19

# BE YOURSELF, MAKE A DIFFERENCE.

accenture

19-Jan-2021

C4667708

MUJJE HARSHAVARDHAN BABU  
RAMALAYAM STREET VARJIKUNTAPADU Nellore A.P 524236  
Management Level - 13  
Sublevel - 3

Job Profile - Transaction Processing New Associate  
Job Family Group - Business Process Delivery  
Business Deal - Non Contact Center

Dear BABU,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Hyderabad, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be INR 232000 and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

**Block forward** to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call [jothirmayi.sravani](mailto:jothirmayi.sravani) at 7989418905 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.  
Yours sincerely,



Ramesh K  
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_  
[Insert full legal name]

Date: \_\_\_\_\_

Candidate's signature \_\_\_\_\_

## ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

\*Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 200000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the company.

You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for

17-267

(20)

Offer LetterDear Mr. N. Vamsi Sai

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!!

For Resolute Star Private Limited,

Ramesh KP.

Received

original

N. Vamsi Sai

11/08/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



(21)

12-250



Offer Letter

Dear Mr.

M. Sri Ram

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!!

For Resolute Star Private Limited,

Ramesh KP.

Received original  
M. Srinivas  
11/8/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

Offer Letter

Dear Mr.

W. Pandu Ranga Rao

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof; you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!!

For Resolute Star Private Limited,

Ramesh KP.

Received Original

W. Pandu

11/8/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206417538/Pune**  
**Date: 12/08/2021**

Mr.Sala Bhagyesh Kumar  
76/1-17,  
M.B.Colony,  
Vijayawada  
Krishna-520012,  
Andhra Pradesh.  
Tel# -7306651255

Dear Sala Bhagyesh Kumar,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20206417538**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nival Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



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12-274

17



Offer Letter

Dear Mr. P. Surya

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

Ramesh KP.

Received the original  
P. Surya

---

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

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# BE YOURSELF, MAKE A DIFFERENCE.

accenture

19-Jan-2021

C4667701

KOTA GAUTHAM  
5-168 5TH WARD MRO OFFICE KODURU  
Management Level - 13  
Sublevel - 3

Job Profile - Transaction Processing New Associate  
Job Family Group - Business Process Delivery  
Business Deal - Non Contact Center

Dear GAUTHAM,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Hyderabad, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be INR 232000 and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

GA&THA, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call JyothirmayI.sravani at 7989418905 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.  
Yours sincerely,



Ramesh K  
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED

\_\_\_\_\_  
[Insert full legal name]  
Date:

Candidate's signature \_\_\_\_\_

## ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

\* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 200000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the company.  
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for

26

18-5-226



Offer Letter

Dear Mr.

B. Sridhar Reddy

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received original

B. Sridhar Reddy

11-08-2021

## Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.



27

FB-5.254



**Offer Letter**

Dear Mr. D. Kishore Babu.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received the Original

D. Kishore Babu

11/08/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



**Offer: Computer Consultancy**

**Ref: TCSL/CT20182473859/Kolkata**

**Date: 17/12/2021**

Mr. Boppana Ramnivas

1-52,

Ramchandrapuram,

Avanigadda-521121,

Krishna(Dt)

Andhra Pradesh.

Tel# -9491713098

Dear Boppana Ramnivas,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/CT20182473859

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - 8F/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021

TCS Careers Serviceline: 1800-209 3111 Email: careers@tcs.com



Offer Letter

Dear Mr.

Y. Harshavardhan

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

Ramesh KP.

Received the original.

Y. Harsha vardhan  
11/08/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSII E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



(30)

17-245



Dear Mr. L. Anil Kumar Offer Letter

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

Ramesh KP.

Received Original

L. Anil Kumar  
11/8/21

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

Date: 06<sup>th</sup> Dec 2021

Employee ID:- CSB06752

MADINA VAMSI KRISHNA

3-63/D, GULIVINDADA,  
KOTHAVALASA Gandhi Nagar,  
KOTHAVALASA,  
VIJAYANAGARAM,  
A.P - 535183.

Phone No: 7416504432

**Subject - Offer of Appointment**

Dear MADINA VAMSI KRISHNA,

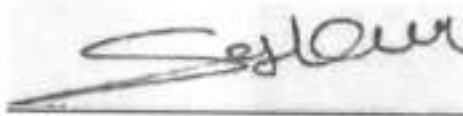
It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our Vizag office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **06<sup>th</sup> Dec 2021**.

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Enc:** Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H (Code of Conduct and Ethics), Annexure I (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:

**Annexure - A**

NAME	MADINA VAMSI KRISHNA
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
TOTAL FIXED PAY..... (A)	294337
TOTAL VARIABLE PAY (TVP)..... (B)	0
ADDITIONAL BENEFITS..... (C)	10000
GRATUITY	5663
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	310000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	
Residential Telephone Reimbursement	26400
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

(32)

# JBM Auto Limited

Plot No. RNS-1, Ranaviti Nissan Supplier's Park, SIPCOT Industrial Growth Center, Seerakuppam Village,  
Sipchembudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201138

17-292  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To

Mr. **TEKKEM TARUN**

Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. **TEKKEM TARUN**

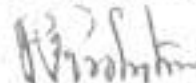
Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 26/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 801, Hamkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1998PLC083073

(33)

# JBM Auto Limited

Plot No. RM-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sankarapuram Village,  
Sripurambudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201138

19-291  
**JBM** Group

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. **VENUTURUMILLI VENKAT ROYAL**  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. **VENUTURUMILLI VENKAT ROYAL**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

for 

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hamkunt Chambers, 85, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-05 Fax: 011-26427100 CIN: L74699DL1996PLC063073



Larsen & Toubro Limited,  
Construction  
Transportation Infrastructure  
Landmark: B, Ground Floor, 2<sup>nd</sup>, 5<sup>th</sup> & 6<sup>th</sup> Floors,  
Survei Road, Off. Andheri - Kurla Road,  
Andheri (E), Mumbai - 400 093, India  
Tel : +91-22-6181 7500  
Fax : +91-22-6181 7580  
www.lntmcc.com

Ref.: GET 2022/Electrical/TIIC-LT2022892468246972

15th September 2022

Mr. CHOPPARA AKASH  
Gudlavallera Engineering College  
Contact No. 9666697612

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You are hereby advised to complete the pre-employment medical checkup at the earliest. Please note that your offer of training will be strictly subject to your being medical fit by our Company's doctor.

Your training commences from 10<sup>th</sup> October 2022 with pre-joining activities on 09<sup>th</sup> October 2022. Accordingly, you are required to report at Chennai Head Quarters Office on 08<sup>th</sup> October 2022. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10<sup>th</sup> Std) Certificate and Mark sheet - In Original
- H.S.C (12<sup>th</sup> Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining]
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatory photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact

HR Name	Contact Number	Mail ID
Mr. Ashwin Prabhu S S	9600693608	sashwinprabhu@lntmcc.com
Ms. Gayatri	9920457454	gayatri.kelkar@lntmcc.com

Yours faithfully,  
for LARSEN & TOUBRO LIMITED

(SUKHENDU DUTTA)  
HEAD - TALENT ACQUISITION  
TRANSPORTATION INFRASTRUCTURE IC



Ref.: GET 2022/Electrical/TIIC-LT2022892468246972

15th September 2022

**Mr. CHOPPARA AKASH**  
Gudlavalleru Engineering College  
Contact No. 9666697612

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

With reference to the interview you had with us, we have pleasure in selecting you as Graduate Engineer Trainee on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
  - (b) Being found medically fit by the Company's Doctor.
1. Your period of training will be for twelve months from the date you report for training.
  2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
  3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
<b>TOTAL</b>	<b>40710/- P.M</b>	<b>39910 /- P.M</b>

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

Site Compensatory Allowances (P.M)	Project Based
	₹ 3160/-P.M,

A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period. Refer Annexure – II.

4. **Gratuity:** Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.



(35)

# JBM Auto Limited

Plot No. RVG-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Serrakuppam Village,  
Sirperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 123. Tel : 044 - 67201127, 67201136

17-202  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To

Mr. **MARAM REDDY VENKATA CHANDRAHAS REDDY**

Gudlavalluru Engineering College

Gudlavalluru.

Dear Mr. MARAM REDDY VENKATA CHANDRAHAS REDDY

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED



N.S. Bhagyaraj

Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 69, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-08 Fax: 011-26427100 CIN: L74003DL1996PLC083073

(36)

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

18-245 (25)  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To

Mr. **PASIVEDALA GOPI KRISHNA**

Gudlavalleru Engineering College

Gudlavalleru.

Dear Mr. PASIVEDALA GOPI KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy.

P. Gopikrishna  
16/08/21

Registered Office

# 601, Hemkunt Chambers, 85, Nehru Place, New Delhi - 110019,  
Tel: 011-26427104-06 Fax: 011-26427100 CIN: L74998OL1996PLC083073

(37)

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

18-218  
JBM Group  (26)

No: JBMAS/ORG/HR/

Date: 12.08.2021

To

Mr. **SENAGAVARAPU SIVANAGARAJU**

Gudlavalluru Engineering College

Gudlavalluru.

Dear Mr. SENAGAVARAPU SIVANAGARAJU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy  
SS: sivanagaraju  
Dt: 2/09/2021

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74000DL1996PLC083073



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206887548/Pune**  
**Date: 12/08/2021**

Mr. Kolavennu Nikhil Joshua  
3-72,

Vemurivari Street,  
Kankipadu,  
Krishna(Dt),  
Andhra Pradesh,  
Tel# -9490331471

Dear Kolavennu Nikhil Joshua,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20206887548**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati TARA, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Narmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchespuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

18-219  
JBM Group

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. **SHAIK SALAAM**  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SHAIK SALAAM

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

*N.S. Bhagyaraj*

N.S. Bhagyaraj  
Dy. Manager P&A

*Received original copy  
Shaiik Salaam  
02/09/2021*

Registered Office

# 601, Hemkunt Chambers, 88, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-08 Fax: 011-26427100 CIN: L74899DL1990PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SPCOT Industrial Growth Center, Sennakuppam Village,  
Sripurambudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

28  
C-222  
JBM Group

No: JBMA/ORG/HR/

Date: 12.08.2021

To

Mr. **TADIGADAPA SYAM KRISHNA**

Gudlavalluru Engineering College

Gudlavalluru.

Dear Mr. TADIGADAPA SYAM KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

*For Approval*

N.S. Bhagyaraj  
Dy. Manager P&A

Received. original Copy  
T.S. Krishna  
3/9/21

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073



(41)

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201138

L-225 (20)

**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To

Mr. **BHUKYA BHANU PRASAD NAYAK**

Gudlavallera Engineering College

Gudlavallera.

Dear Mr. BHUKYA BHANU PRASAD NAYAK

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For *PR*

N.S. Bhagyaraj  
Dy. Manager P&A

*Received original copy.*

*Bhu*

*16/8/21*

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1998PLC083073

# JBM Auto Limited

Plot No. RAS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennaisupem Village,  
Soperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109, Tel : 044 - 67201127, 67201138

2-239  
JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To

Mr. **LUKKA NAGA VENKATA KARTHIK**

Gudlavalleru Engineering College

Gudlavalleru.

Dear Mr. LUKKA NAGA VENKATA KARTHIK

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj

Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74889DL1996PLC083073





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206887568/Pune**  
**Date: 12/08/2021**

Mr. Papineni Anand Durga Prasad  
3-72-4A,  
Anumailpeta,  
Vetapalem,  
Vetapalem(Dt),  
Andhra Pradesh-523187  
Tel# -8985316012

Dear Papineni Anand Durga Prasad,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20206887568**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

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17-203

31

BSA Corporation Limited

BSA

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Offer Letter

Date : 12/08/2021

To,

Ms. **AREPALLI HEMA VARSHITHA**  
Gudlavalleru Engineering College  
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

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**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)



DirectCore/RH4298265/254838/Pune/August/V0

## PRIVATE AND CONFIDENTIAL

August 10, 2021

SUNKARA DURGA RAJESH

Andhra Pradesh,  
India.

Dear SUNKARA DURGA RAJESH,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Associate Software Engineer, in **Band 5** and **Level 2** with our organisation. The gross compensation will be **INR 4,00,000/-** (Four Lakhs rupees only) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways - our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on August 19, 2021 at Pune. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Contact Us:  
T : +91 080 6750 1000  
F : +91 080 6095 9943  
E : investor.relations@mphasis.com

[www.mphasis.com](http://www.mphasis.com)

Mphasis Limited  
Registered Office:  
Bagmane World Technology Centre,  
Harathahalli Outer Ring Road, Doddanahundi Village,  
Mahadevapure, Bangalore 560 048, India  
CIN: L3007KA1992PLC025294

**ANNEXURE - 1**

<b>Name</b>	<b>SUNKARA DURGA RAJESH</b>
<b>Band</b>	<b>Band 5</b>
<b>Level</b>	<b>Level 2</b>
<b>Title</b>	<b>Associate Software Engineer</b>
Total Compensation / CTC	4,00,000
Band	Band 5
Level	Level 2
<b>Salary Component</b>	<b>Amount (in Rs./Month)</b>
Basic	13,333
House Rent Allowance	8,242
Leave Travel Allowance	NA
Special Allowance	3,333
Ex-Gratia / Bonus*	4,500
<b>Total Fixed Cash</b>	<b>29,408</b>
Variable Pay	1,667
Provident Fund Contribution (PF)	1,800
Mediclaim Insurance Premium	458
<b>Target Cost to Company</b>	<b>33,333</b>
<b>Target Cost to Company (per annum)</b>	<b>4,00,000</b>

Note:

\* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

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## APPOINTMENT LETTER

September 3, 2021

Dear BADE BHANUSHA,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### **3. Other Benefits:**

You will also be eligible for:

I BADE BHANUSHA, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

**Name:** BADE BHANUSHA

**Position:** Project Engineer

**Career Group:** TRB - II

You shall receive salary as detailed below:

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

### ANNEXURE - IV



(47)

17-232

(33)

# BSA Corporation Limited BSA

## Offer Letter

Date : 12/08/2021

To,

**Ms. KAGITHA PADMAPRIYA**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

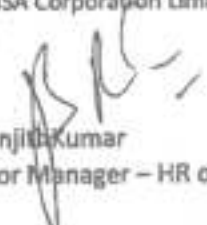
You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

Received original copy  
K. Padmapriya.  
16/8/21

## BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in



17-234

34

BSA Corporation Limited

BSA

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Offer Letter

Date : 12/08/2021

To,

**Ms. KATTEPAGA PRAGNA**  
Gudlavalleru Engineering College  
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

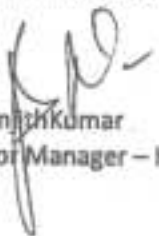
You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ramesh Kumar  
Senior Manager – HR operations

Received Original Copy

Pragna.k

18/08/2021

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**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)



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# BE YOURSELF, MAKE A DIFFERENCE.

accenture

19-Jan-2021

C4667761

CHATRAGADDA ESWAR CHAND  
3-20 narayana rao nagar chaliapalli  
Management Level - 13  
Sublevel - 3

Job Profile - Transaction Processing New Associate  
Job Family Group - Business Process Delivery  
Business Deal - Non Contact Center

Dear CHAND,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Hyderabad, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be INR 232000 and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

**CHANDK** forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call jyothirmayi.sravani at 7959418905 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.  
Yours sincerely,



Ramesh K  
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_  
[Insert full legal name]  
Date:

Candidate's signature \_\_\_\_\_

## ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

\* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 200000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the company.

You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for

Offer Letter

Date : 12/08/2021

To, **Ms. MATTA DEEPIKA**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

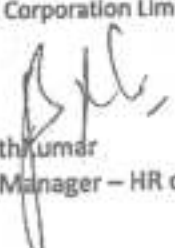
You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

Received original copy  
M. Deepika

**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in

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BSA Corporation Limited

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Offer Letter

Date : 12/08/2021

To,

**Ms. VENNA SRAVANI**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

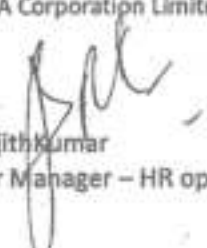
You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

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**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website: [www.bsagroup.in](http://www.bsagroup.in)

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17-2A2 (37)

# BSA Corporation Limited BSA

## Offer Letter

Date : 12/08/2021

To,

**Ms. VESAPOGU GREESHMA**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

## BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

(S3)



Offer: Computer Consultancy  
Ref: TCSL/DT20206317538/Pune  
Date: 12/08/2021

Mr. Anagani Himakar  
2-82,  
Nandamuru,  
Ungutur  
Krishna-521311,  
Andhra Pradesh.  
Tel# -9494848405

Dear Anagani Himakar,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/DT20206317538

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India  
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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# BSA Corporation Limited BSA

## Offer Letter

Date : 12/08/2021

To,

Ms. **GUDLAVALLETI NAGAMANI DEEPIKA**  
Gudlavaluru Engineering College  
Gudlavaluru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

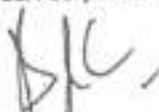
You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ravi Kumar  
Senior Manager – HR operations

Received Original Copy

G. Naga Mani Deepika

14/08/2021

## BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)





1212 30

# BSA Corporation Limited BSA

## Offer Letter

Date : 12/08/2021

To,

Ms. **KODALI SRI TEJASWI**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

I received original copy  
K. Sai Tejaswi 13/08/21

## BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

# BSA Corporation Limited BSA

## Offer Letter

Date : 12/ 08 /2021

To,

**Ms. GORLA HARIKA**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

## BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206887558/Pune**  
**Date: 12/08/2021**

Ms. Miriyala Mounika  
11/308-2,  
Raavi Street,  
Gudivada,  
Krishna(Dt),  
Andhra Pradesh-521301  
Tel# -9440489155

Dear Miriyala Mounika,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20206887558**

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tiana, Ground Floor, S.No 103/A/1/124, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

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18-5-250

(41)

# BSA Corporation Limited BSA

## Offer Letter

To: A. Bhavani Shankar

Date: 12/08/2021

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B. Ranjith Kumar  
Senior Manager – HR operations

Received Original Copy



13/08/2021

## BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website: [www.bsagroup.in](http://www.bsagroup.in)

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BSA Corporation Limited

BSA

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Offer Letter

Date : 12/08/2021

To,

Mr. **VASANA NAGENNDRA BABU**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Rajith Kumar  
Senior Manager – HR operations

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**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

Date: 06<sup>th</sup> Dec 2021

Employee ID:- CSB07175

MANAM NIKHIL

36-72-094,  
KHADHAR OFFICE ROAD, NIRMAL NAGAR,  
BESIDE MORE SUPER MARKET,  
Ongole prakasam,  
A.P 523001.

Phone No: 9949099159

**Subject - Offer of Appointment**

Dear MANAM NIKHIL,

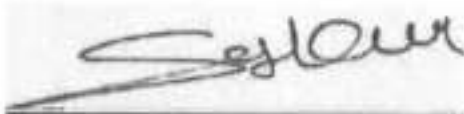
It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our Vizag office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **06<sup>th</sup> Dec 2021**.

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with Bhargav (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Enc:** Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H (Code of Conduct and Ethics), Annexure I (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:





**Annexure - A**

NAME	MANAM NIKHIL
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
TOTAL FIXED PAY..... (A)	294337
TOTAL VARIABLE PAY (TVP)..... (B)	0
ADDITIONAL BENEFITS..... (C)	10000
GRATUITY	5663
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	310000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)



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**Atos Syntel**

**Date: 24/11/2021**

**Intent to Offer**

**Dear HEMA NAGA MOUNIKA**

**Syntellect ID: ASBE20163523**

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.



DirectCore/RH8541682/254838/Pune/August/V0

## PRIVATE AND CONFIDENTIAL

August 10, 2021

UPPULETI KRUPA RAO

Andhra Pradesh,  
India.

Dear UPPULETI KRUPA RAO,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Associate Software Engineer, in **Band 5** and **Level 2** with our organisation. The gross compensation will be **INR 4,00,000/- (Four Lakhs rupees only)** per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/-(Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/-(Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways – our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on August 19, 2021 at Pune. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Contact Us:  
T : +91 080 6250 1000  
F : +91 080 6695 9943  
E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited  
Registered Office:  
Baymane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanahundi Village,  
Mahadevapura, Bangalore 560 048, India  
CIN: L3007KA1992PLC025294

**ANNEXURE - 1**

<b>Name</b>	<b>UPPULETI KRUPA RAO</b>
<b>Band</b>	<b>Band 5</b>
<b>Level</b>	<b>Level 2</b>
<b>Title</b>	<b>Associate Software Engineer</b>
Total Compensation / CTC	4,00,000
Band	Band 5
Level	Level 2
<b>Salary Component</b>	<b>Amount (in Rs./Month)</b>
Basic	13,333
House Rent Allowance	8,242
Leave Travel Allowance	NA
Special Allowance	3,333
Ex-Gratia / Bonus*	4,500
<b>Total Fixed Cash</b>	<b>29,408</b>
Variable Pay	1,667
Provident Fund Contribution (PF)	1,800
Mediclaim Insurance Premium	458
<b>Target Cost to Company</b>	<b>33,333</b>
<b>Target Cost to Company (per annum)</b>	<b>4,00,000</b>

Note:

\* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9945

E : investor.relations@mphasis.com

www.mphasis.com

**Mphasis Limited**

Registered Office:

Bagmane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanakundi Village,  
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294



Strictly Private and Confidential

Date:19-Nov-2021

Deekshitha Vutla  
C10352665

D.no: 43-113-18, P&T Colony, Ajith Singh Nagar, Vijayawada-520015,Krishna district  
7382895761

Dear Deekshitha Vutla,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment" effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take the first dose of the vaccine before onboarding and be prepared to take the second dose within 90 days from the date of onboarding. Please note that compliance with these provisions is a condition precedent for this offer or your continued employment with the Company post onboarding.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments. Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	50,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	11,800
Insurance Premium(notional value)	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining Bonus of INR 50,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

**Note: For International Worker Only\***

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000



In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Date: 06<sup>th</sup> Dec 2021

Employee ID:- CSB03002

KODALI NAVEEN KUMAR

3-173  
BC COLONY  
AKUNURU  
VUYURRU  
Krishna District  
Pincode-521245

Subject - Offer of Appointment

Dear KODALI NAVEEN KUMAR,

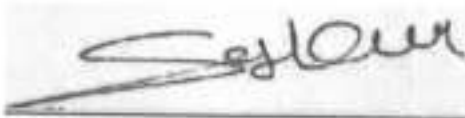
It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Th ree lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag** office at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **06<sup>th</sup> Dec 2021**.

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Enc:** Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H (Code of Conduct and Ethics), Annexure I (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:

Annexure - A

NAME	KODALI NAVEEN KUMAR
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
TOTAL FIXED PAY ..... (A)	294337
TOTAL VARIABLE PAY (TVP) ..... (B)	0
ADDITIONAL BENEFITS ..... (C)	10000
GRATUITY	5663
TOTAL COST TO COMPANY ..... (D) = (A) + (B) + (C)	310000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

August 04, 2021

Manideep Eluri

manideepeluri21@gmail.com

Dear Manideep Eluri,

It is my pleasure to extend this offer of employment with **First Data Development Private**, a subsidiary of Fiserv, Inc., a US corporation. We are looking forward to you joining us in the position of **Associate, Software Development Engineering**, with **First Data Development Private**, based in **Chennai - Embassy**. **First Data Development Private** is a subsidiary of Fiserv Corporation, a US corporation. You will report directly to **Pavan Kumar PVS, Advisor, Technical Business Analysis**.

If you choose to accept this offer, your starting date will be 16 Aug, 2021 mutually agreed upon.

#### Total Compensation

Fiserv operates on a system of meritocracy and total compensation where actual total compensation is determined each year based on our success and your individual contributions to that success. We also have a strong culture of ownership where employees have equity ownership opportunities. As owners, we pull together every day in support of each other, our clients and Fiserv's success.

Your starting total annual base compensation will be INR **661,700.00** gross. Your base pay will be paid to you on a monthly basis.

Your base salary is inclusive of basic salary and allowances detailed in the contract of employment.


Your incentive compensation opportunity includes eligibility to participate in a sales compensation plan, subject to its terms and conditions. Your incentive compensation opportunity may be a variable mix of cash compensation and equity awards. Your annual incentive opportunity may be prorated based on your hire date during the first year. Employees hired after September 30th are not eligible for base salary increases in the year they are hired, except those increases to the base salary that are required by local law.

#### Relocation Package

If you accept this offer, you agree to relocate to **Chennai - Embassy**. You will be eligible for relocation assistance and reimbursement for relocation expenses pursuant to Fiserv's relocation policy. If you voluntarily terminate employment or are terminated with cause within twenty four months after your actual relocation date, you must repay a prorated amount of the relocation expenses incurred on your behalf. This prorated amount will be based on the number of months that have expired since your relocation date, divided by twenty four. Any amounts payable by you will be due in full immediately upon your termination of employment.

#### Employee Benefits

You will be eligible to participate in the employee benefit plans in place for your location. Your employer reserves the right to amend or discontinue non-statutory employer-paid benefit plans in its discretion.

  
Mamta Sharma, VP of Human Resources

Registered Office: First Data India Pvt Ltd,  
Kalpataru Square, Unit 24, 7th Floor,  
Off Andheri Kurla Road, Near to VITS Road,  
Kandivli East, Andheri (East),  
Mumbai - 400059  
Ph: 22 3336 2501

**Prior Agreements with Former Employers**

This offer is contingent upon there being no contractual restrictions with any previous employer on your ability to perform your anticipated role with us. If this is incorrect, this offer is suspended and you must inform us immediately. We will not request, and expect you will not use, any former employer's confidential information to our benefit, nor do we believe that such use would be necessary for you to perform any of your employment responsibilities.

**Other Agreements and Conditions**

The offer outlined in this letter does not constitute a contract. You will be required to sign an employment contract containing the terms and conditions of your employment. If you decline to sign the employment contract, this offer will be null and void.

Also, this offer is contingent upon our receiving results acceptable to us from your references, background investigation, and documentation which verify your right to work at the location of the position.


**Manideep,** I am excited to welcome you as part of our team and I hope you will accept this offer.

If you have any queries about the content of this offer, please do not hesitate to contact Roopa C, 044 4576 2357.

Sincerely,

*For and on behalf of First Data Development Private.*

**Mamta Sharma**  
VP of Human Resources

  
**Mamta Sharma, VP of Human  
Resources**

Registered Office: First Data India Pvt Ltd  
Kajpura Square, Unit 74, 7th Floor,  
Off Andheri Kurla Road, Next to NITB West  
Kandivla Lane, Andheri (East)  
Mumbai - 400 059,  
+91 22 3359 3301

66

BE YOURSELF,  
MAKE A DIFFERENCE.

216  
17-2017

>  
accenture

Strictly Private and Confidential

Date:19-Nov-2021

Sai Teja Lukka  
C10421666

D.no: 1-6/6, water tank road davvluru kankipadu -521151,Krishna district  
9494719983

Dear Sai Teja Lukka,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment" effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 3.0 (Oct 2021)

1

Candidate's Signature





17-202

Ref: TCSL/CT20203552866/1557997/Bangalore

Date: 30 August 2021

MR. SAMUEL SANJEEVA REDDY BETHAPUDI  
21/253 null,  
Noble Colony, Machilipatnam,  
Andhra Pradesh-521001.  
Tel# 919110373201

**Sub: Joining Letter**

Dear Mr. Samuel Sanjeeva Reddy Bethapudi,

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 **01st October 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



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,

**Janardhan S**  
**Global Head - Talent Development**



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

(68) 18-245 (48)  
**BE YOURSELF,  
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:04-Nov-2021

**Veerla Naga Venkata Ravikumar  
C10312570**

**4-86 Ventrappagada, Pedaparupudi Mandal  
7330620711**

Dear Veerla Naga Venkata Ravikumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 3.0 (Oct 2021)

1

Candidate's Signature



DirectCore/RH4862498/254838/Pune/August/V0

## PRIVATE AND CONFIDENTIAL

August 10, 2021

MOHAMMAD ZULKHAR NAIN

Andhra Pradesh,  
India.

Dear MOHAMMAD ZULKHAR NAIN,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Associate Software Engineer, in **Band 5** and **Level 2** with our organisation. The gross compensation will be **INR 4,00,000/-** (Four Lakhs rupees only) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways - our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on August 19, 2021 at Pune. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Contact Us:  
T : +91 080 6750 1000  
F : +91 080 6665 9943  
E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited  
Registered Office:  
Bagmane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanahundi Village,  
Mahadevapura, Bangalore 560 046, India  
CIN: L3007KA1992PLC025294

**ANNEXURE - 1**

<b>Name</b>	<b>MOHAMMAD ZULKHAR NAIN</b>
<b>Band</b>	<b>Band 5</b>
<b>Level</b>	<b>Level 2</b>
<b>Title</b>	<b>Associate Software Engineer</b>
Total Compensation / CTC	4,00,000
Band	Band 5
Level	Level 2
<b>Salary Component</b>	<b>Amount (in Rs./Month)</b>
Basic	13,333
House Rent Allowance	8,242
Leave Travel Allowance	NA
Special Allowance	3,333
Ex-Gratia / Bonus*	4,500
<b>Total Fixed Cash</b>	<b>29,408</b>
Variable Pay	1,667
Provident Fund Contribution (PF)	1,800
Mediclaim Insurance Premium	458
<b>Target Cost to Company</b>	<b>33,333</b>
<b>Target Cost to Company (per annum)</b>	<b>4,00,000</b>

Note:

\* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investorrelations@mphasis.com

www.mphasis.com

**Mphasis Limited**

Registered Office:

Bagmane World Technology Centre,  
 Harathahalli Outer Ring Road, Doddanahundi Village,  
 Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294



17-241

Offer: Computer Consultancy  
Ref: TCSL/CT20213771313/Ahmedabad  
Date: 15/12/2021

Mr. Avinash Kotaprolu  
15/324-4aDevudi Cheruvu Street,  
Machavaram,  
Machilipatnam-521002,  
Andhra Pradesh,  
Tel# -

Dear Avinash Kotaprolu,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/CT20213771313

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

5<sup>th</sup> & 6<sup>th</sup> Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com







## APPOINTMENT LETTER

September 11, 2021

Dear Repalle Ganesh Babu,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

January 8, 2022

HRD/3T/1002832828/21-22

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Mr. Lkesh Dharma Teki

No.13/185-A,  
MACHILIPATNAM,  
Machilipatnam-521001  
India

Ph: +91-8096866811

Dear Lkesh Dharma,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Confidential signature by Richard Lobo  
Content: HRD/3T/1002832828/21-22  
Digitally signed by Richard Lobo  
Date: 2022.01.08 23:00:46 IST  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



Date: 15<sup>th</sup> Nov 2021

Lingam nagalakshmi  
Bobbarlanka Village  
Kokkilagadda post  
Mopidevi Mandal  
Krishna District Door no-2-58  
Pincode-521125  
Phone No: 6304299768

Subject - Offer of Appointment

Dear Lingam nagalakshmi,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **1<sup>st</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **17<sup>th</sup> Nov 2021**.

Date: 06<sup>th</sup> Dec 2021

Employee ID:- CSB03195

MURALA VENKATA SRI SAI RAMESH

9/71-12-1, Kummargudem,  
Machilipatnam(urban),  
Machilipatnam bandar,  
KRISHNA,  
A.P.- 521001.

Phone No: 6304298478.

**Subject - Offer of Appointment**

Dear MURALA VENKATA SRI SAI RAMESH,

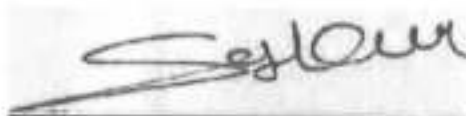
It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our Vizag office.
2. Your "Annual Total Cash Compensation" will be Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only). Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **06<sup>th</sup> Dec 2021**.

9. For any clarification / further Information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Enc:** Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H (Code of Conduct and Ethics), Annexure I (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:

**Annexure - A**

NAME	MURALA VENKATA SRI SAI RAMESH
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag
<b>COMPONENTS</b>	<b>Per Annum (All figures in Indian Rupees)</b>
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
<b>TOTAL FIXED PAY ..... (A)</b>	<b>294337</b>
<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>0</b>
<b>ADDITIONAL BENEFITS..... (C)</b>	<b>10000</b>
GRATUITY	5663
<b>TOTAL COST TO COMPANY .....(D) = (A) + (B) + (C)</b>	<b>310000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

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UST/60654535/303387  
10/12/2021

Dokku Niharika  
Hyderabad

Sub: Letter of Offer

Dear Dokku,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 07/01/2022. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 07/01/2022. If you are accepting our offer letter, please send us your confirmation within 72 hours.



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18-202

Cognizant



23-Mar-2021

Dear Anupaju Sai Teja,  
B.Tech/B.E., Electronics and Electrical Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017460

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Rfqd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorsipakkam, Chennai - 600 097

## Compensation and Benefits

Name: Anupoju Sai Teja

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



27-Apr-2021

Dear Devi Satwika Chirla,  
B.Tech/B.E., Electronics and Electrical Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017171

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



## Compensation and Benefits

Name: Devi Satwika Chiria

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



DirectCore/RH8462716/254838/Pune/August/V0

## PRIVATE AND CONFIDENTIAL

August 10, 2021

ANKUNURI PARIMALA

Andhra Pradesh  
India.

Dear ANKUNURI PARIMALA,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Associate Software Engineer, in **Band 5** and **Level 2** with our organisation. The gross compensation will be **INR 4,00,000/-** (Four Lakhs rupees only) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways - our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on August 19, 2021 at Pune. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Contact Us:  
T : +91 080 6750 1000  
F : +91 080 6095 9943  
E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited  
Registered Office:  
Bagmane World Technology Centre,  
Marathahalli Outer Ring Road, Doddanahundi Village,  
Mahadevapura, Bangalore 560 048, India  
CIN: L3007KA1992PLC025294

**ANNEXURE - 1**

<b>Name</b>	<b>ANKUNURI PARIMALA</b>
<b>Band</b>	<b>Band 5</b>
<b>Level</b>	<b>Level 2</b>
<b>Title</b>	<b>Associate Software Engineer</b>
Total Compensation / CTC	4,00,000
Band	Band 5
Level	Level 2
<b>Salary Component</b>	<b>Amount (in Rs./Month)</b>
Basic	13,333
House Rent Allowance	8,242
Leave Travel Allowance	NA
Special Allowance	3,333
Ex-Gratia / Bonus*	4,500
<b>Total Fixed Cash</b>	<b>29,408</b>
Variable Pay	1,667
Provident Fund Contribution (PF)	1,800
Mediclaim Insurance Premium	458
<b>Target Cost to Company</b>	<b>33,333</b>
<b>Target Cost to Company (per annum)</b>	<b>4,00,000</b>

**Note:**

\* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.



22-Mar-2021

Dear Koduri Navya Sai,  
B.Tech/B.E., Electronics and Electrical Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017236

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Analyst Trainee

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in Compensation and Benefits. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in Employment Agreement. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

**3.1 Cognizant Internship:**

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

**3.2 Continuous Skill Development (CSD) Program:**

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

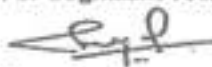
**3.3 GenC Training Post joining:**

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,  
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar  
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



## Compensation and Benefits

Name: Koduri Navya Sai

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

## Leave &amp; Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



# BE YOURSELF, MAKE A DIFFERENCE.

accenture

19-Jan-2021

C4667799

SWARNA MARUTHI LAKSHMAN

4-1-6 RAJAPANGAL ROAD 14TH CROSS Ongole ONGOLE prakasm district A.P 523001

Management Level - 13

Sublevel - 3

Job Profile - Transaction Processing New Associate

Job Family Group - Business Process Delivery

Business Deal - Non Contact Center

Dear LAKSHMAN,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Hyderabad, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

## ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

\* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 200000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the company.

You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for



28-Apr-2021

Dear Durga Lahari Majety,  
B.Tech/B.E., Electronics and Electrical Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017309

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

**3.1 Cognizant Internship:**

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

**3.2 Continuous Skill Development (CSD) Program:**

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

**3.3 GenC Training Post joining:**

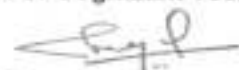
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

82 17-284

# BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:06-Jul-2021

Naga Susmitha Devi Sanagavarapu  
C9721651

D.No. 5-58, Rajupeta road, Katuru  
8309640958

Dear Naga Susmitha Devi Sanagavarapu,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.





Larsen & Toubro Limited,  
Construction  
Transportation Infrastructure  
Landmark: 8<sup>th</sup>, Ground Floor, 3<sup>rd</sup>, 5<sup>th</sup> & 6<sup>th</sup> Floors,  
Suren Road, Off. Andheri - Kurla Road,  
Andheri (E), Mumbai - 400 093, INDIA  
Tel : +91-22-6181 7500  
Fax : +91-22-6181 7580  
www.Lntec.com

Ref.: GET 2021/Electrical/TIIC-LT2021843791284697

15th September 2021

Mr. T N SHAIE CHARAN  
Gudlavalleru Engineering College  
Contact No. 7382761950

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You are hereby advised to complete the pre-employment medical checkup at the earliest. Please note that your offer of training will be strictly subject to your being medical fit by our Company's doctor.

Your training commences from 10<sup>th</sup> October 2021 with pre-joining activities on 09<sup>th</sup> October 2021. Accordingly, you are required to report at Chennai Head Quarters Office on 08<sup>th</sup> October 2021. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.


You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10<sup>th</sup> Std) Certificate and Mark sheet - In Original
- H.S.C (12<sup>th</sup> Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatory photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact

HR Name	Contact Number	Mail ID
Mr. Ashwin Prabhu S S	9600693608	sashwinprabhu@lntec.com
Ms. Gayatri	9920457454	gayatri.keekar@lntec.com

Yours faithfully,  
for LARSEN & TOUBRO LIMITED

  
(SUKHENDU DUTTA)  
HEAD - TALENT ACQUISITION  
TRANSPORTATION INFRASTRUCTURE IC

Ref.: GET 2021/Electrical/TIIC-LT2021843791284697

15th September 2021

**Mr. T N SHAIE CHARAN**  
Gudlavaluru Engineering College  
Contact No. 7382761950

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

With reference to the interview you had with us, we have pleasure in selecting you as **Graduate Engineer Trainee** on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
  - (b) Being found medically fit by the Company's Doctor.
1. Your period of training will be for twelve months from the date you report for training.
  2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
  3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
<b>TOTAL</b>	<b>40710/- P.M</b>	<b>39910 /- P.M</b>

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

Site Compensatory Allowances (P.M)	Project Based
	₹ 3160/-P.M.

A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period. Refer Annexure – II.

4. **Gratuity:** Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.



17-223

Infosys®

54



July 28, 2021

HRD/3T/21-22/1002138075

Mr. Narendra Babu Gariganti

Candidate ID: 1002138075

6-30

Eluru - 534461

Andhra Pradesh

India

Ph: (91) 81868 16439

Dear Narendra Babu,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**

**EVP and Head Human Resources – Infosys Limited**

HRD/3T/1002136648/21-22

18483A0253



Infosys

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Navigate your next

October 21, 2021

Mr. Dasari Mohan Harish  
21/603A, Near Rcm Church Side Road,  
Parasupeta  
Machilipatnam-521001  
India

Ph: +91-8985692872

Dear Dasari,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**

**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.10.21 13:32:49 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



17461A2A7

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**Offer: Computer Consultancy**

**Ref: TCSL/CT20213814733/Lucknow**

**Date: 14/01/2022**

Mr. Harsha Venkata Sai Thammineedi  
13\_9Srinivasapuram,  
Yalluru,  
Kurnool-518573,  
Andhra Pradesh,  
Tel# 91-9391945552

Dear Harsha Venkata Sai Thammineedi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**

**TCSL/CT20213814733**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

171, Vibhuti Khound, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

Registered Office: Normal Building, 9th Floor, Narimani Point, Mumbai 400 071

BE YOURSELF,  
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:29-Jul-2021

Repalle Vamsi  
C9827871

114A, Potumeraka  
7799461582

Dear Repalle Vamsi,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

R.Vamsi  
candidate's Signature

CID: (982787)

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

**ANNEXURE 1****COMPENSATION & BENEFITS**

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

**(A) Annual Fixed Compensation**

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

**(B) Local Variable Bonus (LVB)**

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



12-247

(88)

Infosys



July 28, 2021

HRD/3T/21-22/1002129533  
Mr. Sai Naveen Lingala  
Candidate ID: 1002129533  
32-23-6/A

Vijayawada - 520010  
Andhra Pradesh  
India  
Ph: (91) 97032 09488

Dear Sai Naveen,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of Systems Engineer in Job Level 3 with the company. Your DoJ is December 6, 2021 and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your Total Gross Salary includes a Performance Incentive and will be INR 360000 per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO  
EVP and Head Human Resources - Infosys Limited



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206477365/Hyderabad**  
**Date: 11/01/2021**

Mr. Saisivaram Dasari  
D-No 4-52 Ramalayam,  
Ramalayam,  
Machlipatnam-521158,  
Andhra Pradesh.  
Tel# 91-7382759081

Dear Saisivaram Dasari,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206477365**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

Ref.: GET 2021/Electrical/TIIC-LT2021685423698412

15th September 2021

**Mr. BEJJANKI KONDA SIVASANKARARAO**  
Gudlavalluru Engineering College  
Contact No. 8523060681

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You are hereby advised to complete the pre-employment medical checkup at the earliest. Please note that your offer of training will be strictly subject to your being medical fit by our Company's doctor.

Your training commences from **10<sup>th</sup> October 2021** with pre-joining activities on **09<sup>th</sup> October 2021**. Accordingly, you are required to report at Chennai Head Quarters Office on **08<sup>th</sup> October 2021**. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

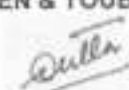
You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10<sup>th</sup> Std) Certificate and Mark sheet - In Original
- H.S.C (12<sup>th</sup> Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining]
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact

HR Name	Contact Number	Mail ID
Mr. Ashwin Prabhu S S	9600693608	sashwinprabhu@lnticc.com
Ms. Gayatri	9920457454	gayatri.keikar@lnticc.com

Yours faithfully,  
for LARSEN & TOUBRO LIMITED

  
(SUKHENDU DUTTA)  
HEAD - TALENT ACQUISITION  
TRANSPORTATION INFRASTRUCTURE IC

Ref.: GET 2021/Electrical/TIIC-LT2021685423698412

15th September 2021

**Mr. BEJJANKI KONDA SIVASANKARAO**  
Gudlavalleru Engineering College  
Contact No. 8523060681

Dear Sir,

**Sub: Appointment as Graduate Engineer Trainee**

With reference to the interview you had with us, we have pleasure in selecting you as **Graduate Engineer Trainee** on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in **FIRST** attempt and
  - (b) Being found medically fit by the Company's Doctor.
1. Your period of training will be for twelve months from the date you report for training.
  2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
  3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
<b>TOTAL</b>	<b>40710/- P.M</b>	<b>39910 /- P.M</b>

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

Site Compensatory Allowances (P.M)	Project Based
	₹ 3160/-P.M.

A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period. Refer Annexure – II.

4. **Gratuity:** Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.

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17-256  
66

Offer: Computer Consultancy  
Ref: TCSL/CT20203552866/Bangalore  
Date: 16/08/2021

Mr. Dinesh Reddy Kolagatla  
T4-61B,  
Sai Cable Network Tarupadu,  
Tarupadu-523332,  
Andhra Pradesh,  
Tel# -

Dear Dinesh Reddy Kolagatla,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/CT20203552866

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**TATA CONSULTANCY SERVICES**

VYDEHI HILL, 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India.  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Career Services: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



18-228

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206887538/Pune**  
**Date: 12/08/2021**

Ms. Karishma Bhavanasi  
3-70,  
Near Abm Church,  
Tenali-522313,  
Andhra Pradesh.  
Tel# -9030399442

Dear Karishma Bhavanasi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20206887538**

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tada, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwade, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



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18-240

Ref: TCSL/CT20203062675/1566411/Chennai

Date: 31 August 2021

MR. DURGA RAJU NOMULA  
42-E-517 Vambaycolony,  
Ajit Singh Nagar, Vijayawada,  
Andhara Pradesh-520015.  
Tel# 917093604854

**Sub: Joining Letter**

Dear Mr. Durga Raju Nomula,

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 **01st October 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



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,

**Janardhan S**  
**Global Head - Talent Development**



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

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# BE YOURSELF, MAKE A DIFFERENCE.



19-Jan-2021

C4667704

YEMMANI SURESH

4-50 Siddavaram Konakana mitla (man) Konakanamitla prakasam A.P 523241

Management Level - 13

Sublevel - 3

Job Profile - Transaction Processing New Associate  
Job Family Group - Business Process Delivery  
Business Deal - Non Contact Center

Dear SURESH,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Hyderabad, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.



## ANNEXURE 1

Your compensation is as mentioned below.

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

\* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 200000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the company.  
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for



Date: November 26, 2021.

To,  
**Sreedevi Palli,**  
Hyderabad.

**Letter of Appointment**

Dear Sreedevi Palli,

Welcome to **PhenomPeople** Family. We take this opportunity to appreciate your decision to join us. We trust that you are looking to expand and enhance your skills in innovative ways within this environment that nurtures creativity and free thinking, and positively impacts personal and professional growth. We are confident that you and **PhenomPeople** will make a great team.

Further to our discussion, we are pleased to extend this offer to appoint you as **Product Development Engineer I Trainee (PDE I)** effective from **January 06, 2022 to April 26, 2022**.

During the time of training, you are entitled for a salary of **Rs.30,000** per month. We request you to acknowledge with your acceptance within Two working days from today, failing which this offer stands cancelled.

Signing this letter of appointment states your acceptance to stay with the organization for the duration of 18 months which includes the training period.

Post successful training you would be designated as **Product Development Engineer I (PDE I)** and below are the details:

**Salary**

1. Your annual CTC will be **Rs. 674,423** (Six Lakh Seventy Four Thousand Four Hundred Twenty Three Only) per annum all inclusive. Your employment, with us will be governed by Terms & Conditions as detailed in the Employment Agreement. Salary breakup would be entitled to HRA and other allowances as mentioned in Annexure-A. The payment is subject to statutory deductions as per regulatory norms.
- 1.1 Salary shall be paid on the last working day of every month.

**Office Location**

2. You are deployed to work at the Hyderabad office. However, your services are transferable, and you may be assigned to any location in India or abroad where the

18-5-213

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Infosys®

Navigate your next

December 30, 2021

HRD/3T/1003113829/21-22

Ms. Madasu Vishnupriya  
Kunapareddy Nagar  
Vuyyuru  
Vuyyuru-521165  
India

Ph: +91-8555944030

Dear Madasu,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo  
mailto:richard\_lobo@infosys.com  
Digitally signed by Richard Lobo  
Date: 2021.12.30 18:05:32 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - II**  
(Compensation post Unit allocation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Madasu Vishnupriya
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

<b>2. ANNUAL COMPONENT</b>			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150

<b>3. RETIRAL BENEFITS</b>			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
<b>FIXED GROSS SALARY (1+2+3)</b>			<b>25,000</b>

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>			<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>			<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>			<b>30,000</b>

**OTHER BENEFITS**

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Fig

# BE YOURSELF, MAKE A DIFFERENCE.

>  
accenture

19-Jan-2021

C4667710

KOLASANI VENKATA HARIKA

2-104 BEHIND ZPH SCHOOL, SUNDARAMMA PETA, VUYURU Vuyuru KRISHNA A.P 521165

Management Level - 13

Sublevel - 3

Job Profile - Transaction Processing New Associate

Job Family Group - Business Process Delivery

Business Deal - Non Contact Center

Dear HARIKA,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Hyderabad, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

## ANNEXURE 1

Your compensation is as mentioned below.

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

\* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of INR 200000/-, this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependant children up to INR 300,000 per annum. Premium for this will be paid by the company.  
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for



Sub: Public Servants – Panchayat Raj Institutions – Recruitment for Panchayat Secretaries Grade VI (Digital Assistant) – Provisionally selected through District Selection Committee, Krishna – Allotted to the District Panchayat Officer, Krishna – Place of posting Orders - Issued.

- Read: 1) G.O.Ms No.110, PR & RD Dept (MDL-1), dt 19.07.2019.  
 2) Recruitment NOTIFICATION No.02/2020,dt.10-01-2020.  
 3) Rc.No: 81/2019 Pts.4 DL20-11-2020/DSC-2020 of the Chairman, DSC & District Collector and Magistrate, Krishna District.  
 4) Note Orders Dt.24-11-2019 of the District Collector and Magistrate, Krishna District.  
 5) Option exercised by the individual dt.25-11-2020

//00//

### ORDER:

The Chairman and District Collector, District Selection Committee, Krishna in the progs 3<sup>rd</sup> read above has allotted Sri/Smt/Kum **Beeram Ranga Sai** who was provisionally selected and appointed as Panchayat Secretary Grade VI (Digital Assistant) and allotted to the District Panchayat Officer, Krishna with a direction to issue place of postings.

The selection and appointment will be governed by the A.P State and Subordinate service rules and / or special rules as applicable and as amended from time to time in respect of the post. The post will be on probation for a period of two years from the date of joining, during the period of probation consolidated pay of Rs. 15,000/- P.M will be paid. After successfully completion of probation you will be placed in the Pay Scale of Rs. 14600-44870 in RPS 2015.

As per the option exercised by the individual at the time of counselling he/she is hereby posted as Panchayat Secretary Grade VI (Digital Assistant) to **Bhogireddipalli** Village Secretariat of **Machilipatnam** Mandal and directed to report before the Panchayat Secretary of concerned Village Secretariat/Mandal Parishad Development Officer concerned immediately.

The concerned Panchayat Secretary/Mandal Parishad Development Officer are directed to admit the individual and intimate the date of joining of the individual to this office and Officers concerned immediately and directed to extract the work as per the job chart prescribed for the post.

The individual is informed to follow the conditions prescribed in the reference 3<sup>rd</sup> read above and submit fitness certificate to the Panchayat Secretary concerned at the time of joining.

for Collector,  
Krishna.

To

Sri/Smt/Kum. **Beeram Ranga Sai**, **Bhogireddipalli** Village Secretariat of **Machilipatnam** Mandal

The Panchayat Secretary / Special Officer concerned.

Copy to the Extension Officer (PR&RD) concerned.

Copy to the Mandal Parishad Development Officer concerned.

Copy to the Divisional Panchayat Officer concerned.

Copy to the STO/ATO concerned.

Copy submitted to the Commissioner of Panchayat Raj & Rural Development, A.P.,



Date: 28<sup>th</sup> Sep 2021

Thokala Hemalatha  
Dokiparru Chinaharijannawada  
Gudlavalleru Mandalam  
Krishna District  
Pincode  
521332  
Phone No: 9908482141

Subject - Offer of Appointment

Dear Thokala Hemalatha,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs and Ten Thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **4<sup>th</sup> Oct 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **30<sup>th</sup> Sep 2021**.



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12481A0244

### EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5308816 / 1043747,

12/15/2021,

Yashwanth Venkat Kunapareddy  
EETA KOTTU VARI,  
KRISHNA, Andhra Pradesh,  
India

Confidential

Dear Yashwanth Venkat Kunapareddy,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 12/16/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

B) You will be required to work at the Company's offices in location Bangalore

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh and Two only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only). Please refer Annexure -B for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Candidate ID: 5308816 /1043747.

Date of Joining: 12/16/2021.

Joining Location: Bangalore.

Designation: Analyst.

Dear Yashwanth Venkat Kunapareddy,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

- |    |  |
|----|--|
| 1. | Welcome Address  |
| 2. | Verification of master data sheet, which contains your detailed information. |
| 3. | Verification of joining documents*   |
| 4. | Receipt of employee handbook and visitor-cum-bus pass                        |
| 5. | Submission of signed documents   |
| 6. | Receipt of hard copy of offer letter   |
| 7. | ID cum access card formalities   |
| 8. | Bank account opening formalities   |
| 9. | Meeting the buddy  |

Please report by 8:30 am at Bangalore office, for joining formalities as per the address mentioned below:

**Address**

184-165, EPIP Phase II,  
EPIP Industrial Area, Whitefield, Bengaluru 560066

Employee ID:- CSB03046

Date: 06<sup>th</sup> Dec 2021

Kotaprolu Akhilesh  
D.No:15/324-4A,  
Devudi Cheruvu Street,  
Machilipatnam,  
Krishna (Dt),  
Andhra Pradesh-521002  
Tel#9866005796

**Subject - Offer of Appointment**

Dear Kotaprolu Akhilesh,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as 'The Company')

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Offers@cerium-systems.com** latest by **06<sup>th</sup> Dec 2021**.

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Enc:** Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H (Code of Conduct and Ethics), Annexure I (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:



**Annexure - A**

NAME	Kotaprolu Akhilesh	
TITLE	Associate Engineer	
BAND	U1	
LOCATION	Vizag	
COMPONENTS	Per Annum (All figures in Indian Rupees)	
BASIC (@40% OF TOTAL FIXED PAY)		117735
HRA (@70% OF BASIC)		82415
BONUS / STATUTORY BONUS		48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND		21600
FLEXIBLE COMPONENTS OF TFP		24587
TOTAL FIXED PAY ..... (A)		294337
TOTAL VARIABLE PAY (TVP)..... (B)		0
ADDITIONAL BENEFITS..... (C)		10000
GRATUITY		5663
TOTAL COST TO COMPANY ..... (D) = (A) + (B) + (C)		310000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)



Date: 13 April 2022

Name: Goriparthi Sai kiran

Address: 8-62/2 Main road, Kankipadu, Krishna A.P  
521151

Subject: Letter of Intent

Dear Goriparthi Sai kiran

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

- (a) You complete your qualifying academic course with a minimum grade of First Class or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- (b) You successfully complete all the assigned learning courses and earn course completion certificate for each course prior to the date of joining. Courses will be assigned to you post you accept the LOI

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- (a) You will be eligible for an Annual Salary package of **INR 4.5 Lakhs (Rupees Four Lakhs Fifty Thousand only)** from the date of joining.
- (b) You will be required work from Office. Your base work location will be Bangalore / Chennai / Hyderabad / NCR / Vizag / Pune as assigned. However, you should be open to work in any locations of Infinite including its client locations in India or outside India.
- (c) You will be required to sign a service agreement for a minimum period of 2 years from the date of your joining. After joining the company, if you leave the organization before the completion of the agreement period, you will need to pay a sum of Rupees 200,000/- (Indian Rupees Two Lakhs Only) as liquidated damages to Infinite towards the investment made in your skill development & employability training as per company requirements.



Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to [campus-hire@infinite.com](mailto:campus-hire@infinite.com)

We look forward to you having a rewarding career with us.

For Infinite Computer Solutions (India) Ltd,

**Vijaya Ganugapati**

**Vice President - Human Resources**

Please confirm that you have read, understood, and accept this letter of Intent by signing below

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



Date: 13 April 2022

Name: Bobbonapalli K rishna Priya

Address: 4-56, Pathabarinawada, Chowtapalli,  
Gudivada, Krishna, A.P 521323

Subject: Letter of Intent

Dear Bobbopana Krishna Priya

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

- (a) You complete your qualifying academic course with a minimum grade of First Class or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- (b) You successfully complete all the assigned learning courses and earn course completion certificate for each course prior to the date of joining. Courses will be assigned to you post you accept the LOI

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- (a) You will be eligible for an Annual Salary package of **INR 4.5 Lakhs (Rupees Four Lakhs Fifty Thousand only)** from the date of joining.
- (b) You will be required work from Office. Your base work location will be Bangalore / Chennai / Hyderabad / NCR / Vizag / Pune as assigned. However, you should be open to work in any locations of Infinite including its client locations in India or outside India.
- (c) You will be required to sign a service agreement for a minimum period of 2 years from the date of your joining. After joining the company, if you leave the organization before the completion of the agreement period, you will need to pay a sum of Rupees 200,000/- (Indian Rupees Two Lakhs Only) as liquidated damages to Infinite towards the investment made in your skill development & employability training as per company requirements.





Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to [campus-hire@infinite.com](mailto:campus-hire@infinite.com)

We look forward to you having a rewarding career with us.

For Infinite Computer Solutions (India) Ltd,

**Vijaya Ganugapati**

**Vice President - Human Resources**

Please confirm that you have read, understood, and accept this letter of Intent by signing below

**Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_



Date: 13 April 2022

Name: Ramisetty Rajesh

Address: Home Address: 16-539, Gangamma temple  
Paiduguralla, Guntur, A.P 522413

Subject: Letter of Intent

Dear Ramisetty Rajesh

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

- (a) You complete your qualifying academic course with a minimum grade of First Class or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- (b) You successfully complete all the assigned learning courses and earn course completion certificate for each course prior to the date of joining. Courses will be assigned to you post you accept the LOI

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- (a) You will be eligible for an Annual Salary package of **INR 4.5 Lakhs (Rupees Four Lakhs Fifty Thousand only)** from the date of joining.
- (b) You will be required work from Office. Your base work location will be Bangalore / Chennai / Hyderabad / NCR / Vizag / Pune as assigned. However, you should be open to work in any locations of Infinite including its client locations in India or outside India.
- (c) You will be required to sign a service agreement for a minimum period of 2 years from the date of your joining. After joining the company, if you leave the organization before the completion of the agreement period, you will need to pay a sum of Rupees 200,000/- (Indian Rupees Two Lakhs Only) as liquidated damages to Infinite towards the investment made in your skill development & employability training as per company requirements.



Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to [campus-hire@infinite.com](mailto:campus-hire@infinite.com)

We look forward to you having a rewarding career with us.

For Infinite Computer Solutions (India) Ltd,

**Vijaya Ganugapati**

**Vice President - Human Resources**

Please confirm that you have read, understood, and accept this letter of Intent by signing below

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



Date: 13 April 2022

Name: Surugula Chaitanya Kumar

Address: Home Address: -3-28, Pinnamanani,  
singarayakonda Prakasam district, 523101

Subject: Letter of Intent

Dear Surugula Chaitanya Kumar

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

**Gudivada, Krishna, A.8 521325**

specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

- (b) You successfully complete all the assigned learning courses and earn course completion certificate for each course prior to the date of joining. Courses will be assigned to you post you accept the LOI

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- (a) You will be eligible for an Annual Salary package of **INR 4.5 Lakhs (Rupees Four Lakhs Fifty Thousand only)** from the date of joining.
- (b) You will be required work from Office. Your base work location will be Bangalore / Chennai / Hyderabad / NCR / Vizag / Pune as assigned. However, you should be open to work in any locations of Infinite including its client locations in India or outside India.
- (c) You will be required to sign a service agreement for a minimum period of 2 years from the date of your joining. After joining the company, if you leave the organization before the completion of the agreement period, you will need to pay a sum of Rupees 200,000/- (Indian Rupees Two Lakhs Only) as liquidated damages to Infinite towards the investment made in your skill development & employability training as per company requirements.



Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to [campus-hire@infinite.com](mailto:campus-hire@infinite.com)

We look forward to you having a rewarding career with us.

**For Infinite Computer Solutions (India) Ltd,**

**Vijaya Ganugapati**

**Vice President - Human Resources**

Please confirm that you have read, understood, and accept this letter of Intent by signing below

**Name:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_



Date: 13 April 2022

Name: Mohammad Hussain

Address: 5-70, Pamarru, Krishna, A.P 521157

Subject: Letter of Intent

Dear Mohammad Hussain

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

- (a) You complete your qualifying academic course with a minimum grade of First Class or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- (b) You successfully complete all the assigned learning courses and earn course completion certificate for each course prior to the date of joining. Courses will be assigned to you post you accept the LOI

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- (a) You will be eligible for an Annual Salary package of **INR 4.5 Lakhs (Rupees Four Lakhs Fifty Thousand only)** from the date of joining.
- (b) You will be required work from Office. Your base work location will be Bangalore / Chennai / Hyderabad / NCR / Vizag / Pune as assigned. However, you should be open to work in any locations of Infinite including its client locations in India or outside India.
- (c) You will be required to sign a service agreement for a minimum period of 2 years from the date of your joining. After joining the company, if you leave the organization before the completion of the agreement period, you will need to pay a sum of Rupees 200,000/- (Indian Rupees Two Lakhs Only) as liquidated damages to Infinite towards the investment made in your skill development & employability training as per company requirements.



Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to [campus-hire@infinite.com](mailto:campus-hire@infinite.com)

We look forward to you having a rewarding career with us.

For Infinite Computer Solutions (India) Ltd,

**Vijaya Ganugapati**

**Vice President - Human Resources**

Please confirm that you have read, understood, and accept this letter of Intent by signing below

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

**Date: June 17, 2022.**

To,  
Mr. GEDDAM PAVAN KALYAN  
2-21A, NUNAPARTHIACHUTA PURAM,  
VISAKHAPATNAM, A.P. - 531020.

**Sub: Offer Letter – Software Consultant**

Dear GEDDAM PAVAN KALYAN

It gives us great pleasure to offer the role of "**Software Consultant**", for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

Based on our discussions and your profile, we are pleased to make you an offer as a "**Software Consultant**" in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

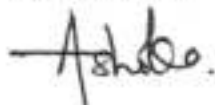
Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us. We would request your confirmation for acceptance of this offer by returning us a signed copy of this letter or through electronic communication. The acceptance of offer is valid till **June 18,2022** and you should report at our office on or before **June 21,2022** if not the offer stands cancelled.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,



Ashok Kumar Dondapati  
Sr Manager – RMG/Staffing.  
Million Minds Infotech Pvt. Ltd.



CTC

ANNEXURE		
<b>NAME:GEDDAM PAVAN KALYAN</b>		
<b>DESIGNATION:Software Consultant</b>		
Salary Details	Monthly Salary (In INR)	Annual Salary (In INR)
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL.ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
<b>COST TO COMPANY</b>	<b>41,666.67</b>	<b>5,00,000.00</b>
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaime	-	
<b>Net take home</b>	<b>37,667</b>	<b>4,76,000</b>

**PROVIDENT FUND** : The employee's contribution of Provident Fund would be deducted from the Gross Salary.

**TAXATION** : Taxation will be governed by the Income Tax rules. The same will be deducted at source as per Income tax rules.

**MEDICLAIM** : Your annual premium amount of medical insurance will be decided based on your and your family details and this premium amount will be deductions from your salary on a monthly pro-rata basis.

Please bring the following documents at the time of joining: (if applicable)

- Copy of academic mark-sheets & certificates
- Copy of appointment letter of previous employer/employers (Last three years minimum)
- Copy of PAN card/Voter ID card/Passport/Driving license as proof of identity and address
- Copy of service certificate of previous employer/employers (Last three year's minimum)
- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

**Date: June 17, 2022.**

To,  
Mr. KUKKALA SATYA VARA PRASAD  
8-14, KUNDURU ROAD, VINAYAKA TEMPLE,  
KATURU ROAD, VUYYURU, KRISHNA, A.P.

**Sub: Offer Letter – Software Consultant**

Dear KUKKALA SATYA VARA PRASAD

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21, 2022**

Based on our discussions and your profile, we are pleased to make you an offer as a **"Software Consultant"** in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

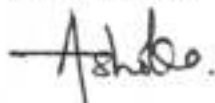
Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us. We would request your confirmation for acceptance of this offer by returning us a signed copy of this letter or through electronic communication. The acceptance of offer is valid till **June 18, 2022** and you should report at our office on or before **June 21, 2022** if not the offer stands cancelled.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,



Ashok Kumar Dondapati  
Sr Manager – RMG/Staffing.  
Million Minds Infotech Pvt. Ltd.

CTC

ANNEXURE		
<b>NAME: KUKKALA SATYA VARA PRASAD</b>		
<b>DESIGNATION: Software Consultant</b>		
Salary Details	Monthly Salary (In INR)	Annual Salary (In INR)
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL ALLOWANCE	12,085.67	1,45,028.00
STD. DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
<b>COST TO COMPANY</b>	<b>41,666.67</b>	<b>5,00,000.00</b>
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaime	-	
<b>Net take home</b>	<b>37,667</b>	<b>4,76,000</b>

**PROVIDENT FUND** : The employee's contribution of Provident Fund would be deducted from the Gross Salary.

**TAXATION** : Taxation will be governed by the Income Tax rules. The same will be deducted at source as per Income tax rules.

**MEDICLAIM** : Your annual premium amount of medical insurance will be decided based on your and your family details and this premium amount will be deductions from your salary on a monthly pro-rata basis.

Please bring the following documents at the time of joining: (if applicable)

- Copy of academic mark-sheets & certificates
- Copy of appointment letter of previous employer/employers (Last three years minimum)
- Copy of PAN card/Voter ID card/Passport/Driving license as proof of identity and address
- Copy of service certificate of previous employer/employers (Last three years minimum)
- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

**Date: June 17, 2022.**

To,  
Mr. THUMMAPUDI RAGHAVENDRA SESA SAI  
24/277-1, RAMANAIDUPET, MACHILIPATNAM,  
KRISHNA, A.P. - 521001.

**Sub: Offer Letter – Software Consultant**

Dear THUMMAPUDI RAGHAVENDRA SESA SAI

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

Based on our discussions and your profile, we are pleased to make you an offer as a **"Software Consultant"** in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

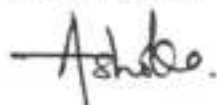
Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us. We would request your confirmation for acceptance of this offer by returning us a signed copy of this letter or through electronic communication. The acceptance of offer is valid till **June 18,2022** and you should report at our office on or before **June 21,2022** if not the offer stands cancelled.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,



Ashok Kumar Dondapati  
Sr Manager – RMG/Staffing.  
Million Minds Infotech Pvt. Ltd.



CTC

ANNEXURE		
<b>NAME:THUMMAPUDI RAGHAVENDRA SESA SAI</b>		
<b>DESIGNATION:Software Consultant</b>		
Salary Details	Monthly Salary (In INR)	Annual Salary (In INR)
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL.ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
<b>COST TO COMPANY</b>	<b>41,666.67</b>	<b>5,00,000.00</b>
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaime	-	
<b>Net take home</b>	<b>37,667</b>	<b>4,76,000</b>

**PROVIDENT FUND** : The employee's contribution of Provident Fund would be deducted from the Gross Salary.

**TAXATION** : Taxation will be governed by the Income Tax rules. The same will be deducted at source as per Income tax rules.

**MEDICLAIM** : Your annual premium amount of medical insurance will be decided based on your and your family details and this premium amount will be deductions from your salary on a monthly pro-rata basis.

Please bring the following documents at the time of joining: (if applicable)

- Copy of academic mark-sheets & certificates
- Copy of appointment letter of previous employer/employers (Last three years minimum)
- Copy of PAN card/Voter ID card/Passport/Driving license as proof of identity and address
- Copy of service certificate of previous employer/employers (Last three year's minimum)
- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

**Date: June 17, 2022.**

To,  
Mr. PORAPU KISHORE  
G-F4, VIJAYAWADA,  
KRISHNA, A.P. - 520015.

**Sub: Offer Letter – Software Consultant**

Dear PORAPU KISHORE

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

Based on our discussions and your profile, we are pleased to make you an offer as a **"Software Consultant"** in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

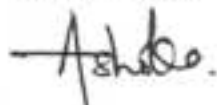
Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us. We would request your confirmation for acceptance of this offer by returning us a signed copy of this letter or through electronic communication. The acceptance of offer is valid till **June 18,2022** and you should report at our office on or before **June 21,2022** if not the offer stands cancelled.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,



Ashok Kumar Dondapati  
Sr Manager – RMG/Staffing.  
Million Minds Infotech Pvt. Ltd.

CTC

ANNEXURE		
<b>NAME:PORAPU KISHORE</b>		
<b>DESIGNATION:Software Consultant</b>		
Salary Details	Monthly Salary (In INR)	Annual Salary (In INR)
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL.ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
<b>COST TO COMPANY</b>	<b>41,666.67</b>	<b>5,00,000.00</b>
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaime	-	
<b>Net take home</b>	<b>37,667</b>	<b>4,76,000</b>

**PROVIDENT FUND** : The employee's contribution of Provident Fund would be deducted from the Gross Salary.

**TAXATION** : Taxation will be governed by the Income Tax rules. The same will be deducted at source as per Income tax rules.

**MEDICLAIM** : Your annual premium amount of medical insurance will be decided based on your and your family details and this premium amount will be deductions from your salary on a monthly pro-rata basis.

Please bring the following documents at the time of joining: (if applicable)

- Copy of academic mark-sheets & certificates
- Copy of appointment letter of previous employer/employers (Last three years minimum)
- Copy of PAN card/Voter ID card/Passport/Driving license as proof of identity and address
- Copy of service certificate of previous employer/employers (Last three years minimum)
- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

**Date: June 17, 2022.**

To,  
Mr. MEDANKI PAVAN KUMAR  
2-113, RAMALAYAM, KOTHAPALLI,  
KRISHNA, A.P. - 521133.

**Sub: Offer Letter – Software Consultant**

Dear MEDANKI PAVAN KUMAR

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad**, and your date of joining is: **June 21,2022**

Based on our discussions and your profile, we are pleased to make you an offer as a **"Software Consultant"** in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

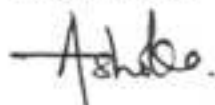
Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us. We would request your confirmation for acceptance of this offer by returning us a signed copy of this letter or through electronic communication. The acceptance of offer is valid till **June 18,2022** and you should report at our office on or before **June 21,2022** if not the offer stands cancelled.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,



Ashok Kumar Dondapati  
Sr Manager – RMG/Staffing.  
Million Minds Infotech Pvt. Ltd.



CTC

ANNEXURE		
<b>NAME:MEDANKI PAVAN KUMAR</b>		
<b>DESIGNATION:Software Consultant</b>		
Salary Details	Monthly Salary (In INR)	Annual Salary (In INR)
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
<b>COST TO COMPANY</b>	<b>41,666.67</b>	<b>5,00,000.00</b>
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaime	-	
<b>Net take home</b>	<b>37,667</b>	<b>4,76,000</b>

**PROVIDENT FUND** : The employee's contribution of Provident Fund would be deducted from the Gross Salary.

**TAXATION** : Taxation will be governed by the Income Tax rules. The same will be deducted at source as per Income tax rules.

**MEDICLAIM** : Your annual premium amount of medical insurance will be decided based on your and your family details and this premium amount will be deductions from your salary on a monthly pro-rata basis.

Please bring the following documents at the time of joining: (if applicable)

- Copy of academic mark-sheets & certificates
- Copy of appointment letter of previous employer/employers (Last three years minimum)
- Copy of PAN card/Voter ID card/Passport/Driving license as proof of identity and address
- Copy of service certificate of previous employer/employers (Last three year's minimum)
- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

Date:06<sup>th</sup> Dec 2021

Employee ID:- CSB03046

Yenugudhati Pavan kumar raju

House no:1-85-1  
Ammeena puram Village Kok  
Pamidimukkala Mandal  
Krishna Distric  
Pincode-521250

Subject - Offer of Appointment

Dear Yenugudhanti Pavan Kumar

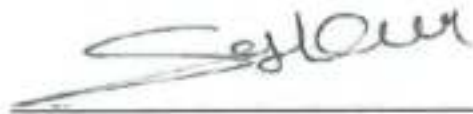
It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **06<sup>th</sup> Dec 2021**.

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Enc:** Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H (Code of Conduct and Ethics), Annexure I (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:



**Annexure - A**

NAME	Yenugudhati Pavan Kumar Raju
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag
<b>COMPONENTS</b>	<b>Per Annum (All figures in Indian Rupees)</b>
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
<b>TOTAL FIXED PAY..... (A)</b>	<b>294337</b>
<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>0</b>
<b>ADDITIONAL BENEFITS..... (C)</b>	<b>10000</b>
GRATUITY	5663
<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>310000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

Date: 06<sup>th</sup> Dec 2021

Employee ID:- CSB03047

**Karampudi Jagadeesh**

Luther Giri Village  
Pedakkani Mandal  
Guntur District  
Door no-9-23  
Pincode 522509

**Subject - Offer of Appointment**

Dear Karampudi Jagadeesh,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **06<sup>th</sup> Dec 2021**.

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Encl:** **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:



**Annexure - A**

NAME	Karampudi Jagadeesh
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag
<b>COMPONENTS</b>	<b>Per Annum (All figures in Indian Rupees)</b>
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
<b>TOTAL FIXED PAY..... (A)</b>	<b>294337</b>
<b>TOTAL VARIABLE PAY (TVP)..... (B)</b>	<b>0</b>
<b>ADDITIONAL BENEFITS..... (C)</b>	<b>10000</b>
GRATUITY	5663
<b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>	<b>310000</b>

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)



Date: 06<sup>th</sup> Dec 2021

Employee ID:- CSB09295

**TALARI RAJA KULLAYAPPA**

4-3, KANAKADRI PALLE,  
KOLINGUNDLA,  
KURNOOL,  
A.P. - 518123.

**Subject - Offer of Appointment**

Dear **TALARI RAJA KULLAYAPPA**,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

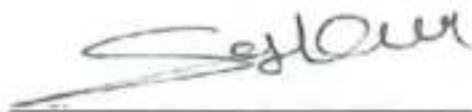
1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **06<sup>th</sup> Dec 2021**.



9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,



Authorized Signatory

**Encl:** **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

**Accepted**

Date:

Signature of Candidate:



**Annexure - A**

NAME	TALARI RAJA KULLAYAPPA
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
TOTAL FIXED PAY ..... (A)	294337
TOTAL VARIABLE PAY (TVP) ..... (B)	0
ADDITIONAL BENEFITS ..... (C)	10000
GRATUITY	5663
TOTAL COST TO COMPANY ..... (D) = (A) + (B) + (C)	310000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.
- Flexible Benefit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)



17481A0303

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203477352/Hyderabad**  
**Date: 11/01/2021**

Mr. Anudeep Dasari  
2-97, Christian Peta,  
Near Library,  
Bantumilli-521324,  
Andhra Pradesh.  
Tel# 91-9701290451

Dear Anudeep Dasari,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT) Unit**, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCSL/CT20203477352

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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TCSL/CT20203477352

## **TATA CONSULTANCY SERVICES**

### **Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





# GROSS SALARY SHEET

Annexure 1

Name	Anudeep Dasari
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms

TCS Confidential  
TCSL/CT20203477352

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 31 11 Email: [careers@tcs.com](mailto:careers@tcs.com)



Ref: TCSL/CT20203477352/1429080/Hyderabad  
Date: 14 June 2021

MR. ANUDEEP DASARI  
2-97, Christian Peta null,  
Near Library, Bantumilli,  
Andhra Pradesh-521324,  
Tel# 918897172451

**Sub: Joining Letter**

Dear Mr. Anudeep Dasari,

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 **15th July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, you will not be required to physically report at the TCS offices on the date of your joining.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, TechVihar Campus, Karkhata P.O., Thiruvananthapuram - 695 011, Kerala, India  
Telephone : +91 471 6629400, Fax : +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 8th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC08-0781

Anudeep D

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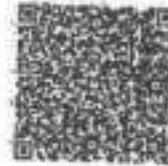


We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S  
Global Head - Talent Development



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

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kattavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : [www.tcs.com](http://www.tcs.com)  
Registered Office: Narmal Building, 9th Floor, Nardman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781

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## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR20000** and Competency Incentive of **INR20000**. Your incentive will be given along with your salary.

### Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency Incentive and not for the Readiness Incentive.
- Readiness Incentive will not be given if a request for re-joining is initiated by you. :
- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peapal Park, Techpark Campus, Karuvattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : [www.tcs.com](http://www.tcs.com)  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCOB4781

*Arundh D*

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## WELCOME TO CIGNITI TECHNOLOGIES

The world's leading independent Quality Engineering  
& Software Testing services company.

Ref: Cigniti Technologies/PT/OID2021

14-Oct-2021

### Offer of Employment

Mr. Sunilkumar Bandhamravuri  
Hyderabad

Dear Sunilkumar,

Welcome to Cigniti!

It gives us immense pleasure in inviting you to join Cigniti Technologies Limited ("Cigniti" or the "Company") as one of its valuable member. We believe that the growth of an organization is fueled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in Cigniti as Trainee.

Your total Cost to Company (TCTC) will be Rs. 320000/- per annum (Rupees Three Lakhs Twenty Thousand only). For detail compensation breakdown refer Annexure I.

This offer is valid till 18-Oct-2021 and you are expected to join the Organization on (or) before valid date.


You are expected to work with the Organization for a minimum period of 24 months from the date of joining, for which you will be signing an agreement. In case of leaving during the specific period of 24 months of employment or committing any breach of the agreement, you will have to pay an amount of Rs.2,00,000/- (Rupees Two Lakh Only) towards compensation for training along with the amount paid.

This offer has been made based on the information furnished by you. However, if there is a discrepancy in the given documents / certificates then the company reserves the right to revoke the offer at any time. Your employment is governed by terms & conditions referred in Annexure II.

We trust your knowledge, skills, experience and commitment will be among our most valuable assets. We look forward to you having a successful career at Cigniti Technologies Limited.

Wishing you all the best,  
Yours sincerely,

CIGNITI TECHNOLOGIES LIMITED

  
Karuna Kumar Vempala  
Global Head – Talent Acquisition



## Annexure - 1

NAME	Sunilkumar Bandhamravuri		
DESIGNATION	Trainee		
DATE OF JOINING	18-Oct-2021		
LOCATION	Hyderabad		
JOB LEVEL	Level 1		
Salary Component	Monthly	Annually	
Basic	11755	141060	
H.R.A	4702	56424	
Conveyance	1600	19200	
Medical Allowance	1250	15000	
Other Allowance	4203	50436	
Total Gross Salary	23510	282120	
Statutory & Other Benefits (Company Contribution)			
PF	1800	21600	
MFI (Medical Family Insurance)	1357	16284	
Total Cost to the Company (CTC)	26667	320000	
Standard Deductions from Gross : PF -Employee Contribution, Professional Tax & Income Tax Deduction at Source ( TDS)			
Flexi Basket Components (Part of Other Allowances)			
Flexi Basket Plan (FBP)*	Eligibility	Min / Per Month	Max / Per Month
VPF (Voluntary Provident Fund)	All Employees - Under section 80C (Tax limit up to 1.50lacs)	0	Up on 100% of Basic / 100% of other allowances whichever is lesser
NPS (National Pension Scheme)	All Employees - Under section 80CCD (Tax limit up to 10% of Basic)	500	Upto 100% of other allowances
Food Coupons	All Employees - Under IT rule (3)(7)(iii)	2200	2200
Flexi basket components are part of other allowances & can be declared post joining			

**Provident Fund (PF):** You will be covered under Cigniti Technologies Limited Employees' Provident Fund Scheme. Your contribution and the Company's contribution are a part of above compensation. PF is calculated on 12% of minimum basic (15000) or 1800 as per the PF Act.

**Gratuity:** Benefit as per the payment of Gratuity Act.

**Medical Insurance:** In accordance with the Company policy you and your immediate family (i.e. spouse, unmarried dependent children, and parents) will be covered under our Medical Insurance Plan

**Personal Accident Insurance:** You will also be covered under our Personal Accident Insurance Policy.

**Income Tax:** You will be solely responsible for your Income Tax as required by the local laws and tax authorities. All payment to be made to you will follow statutory requirements including tax to be deducted at source. The company will deduct your Tax from your monthly income and remit to the tax authorities on your behalf as TDS. Where applicable the Company will issue tax deduction certificates thereof.

## **Annexure – 2**

- 1) **Date of Commencement of Employment:** Your employment with the company shall commence the day you report and join the organization.
- 2) **Location:** Your employment with Cigniti Hyderabad will be based at the offices of Cigniti in Hyderabad. Your services may be transferred from time to time to its subsidiaries and associates or group companies, whether in or outside India.
- 3) **Leave:** You will be eligible for 1.75 days of General leave (EL+SL+CL) per month or 21 days per annum. Apart from the General Leave, the policy also covers special leaves such as, up to 5 days for Paternity Leave and 3 days for bereavement. Please refer to Company's Leave Policy outlining the eligibilities and applicability.
- 4) **Salary cycle:** The salary cycle will be from the 1st of a month to the 30th of the same month. The salary will be credited to the corporate salary bank account, and / or by cheque.
- 5) **Background Checks:** The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.
- 6) **Conditions of Hire:**  
Please note that this letter of appointment is conditional on:
  - a) satisfactory reference checks of all qualifications and the accuracy of the employment history provided by you.
  - b) you holding a valid passport
  - c) the acceptance of the terms and conditions of your assignment / appointment set forth along the annexure.
  - d) Obtaining / possessing employment passes or work permits from relevant authorities in India to work in India.
  - e) Getting formally and completely relieved from your previous employer, in the event you were employed elsewhere by other employer before joining Cigniti.
- 7) **Hours of Work:** Your working hours would be governed by applicable laws and will be applicable to you depending upon your place of posting and as amended from time to time. Further, you should be prepared to work on any shift, as may be warranted by the company's/client's work requirement.
- 8) **Contract Terms and Notice Period:**
  - a. This is at will employment and may be terminated by either party by giving two months' or any time earlier than the expected notice period advance notice in writing or payment in lieu thereof to the other party based on approval. Salary for this purpose will be based on your Gross Salary.
  - b. the company can, keeping in view the business situations, decide to relieve you earlier than the expected notice period. In such event the salary would be paid up to the last working day i.e the day the you will be getting relieved.




- c. In event of your resignation, any requests for early relieving from the services shall be considered only on necessary approvals as per the policy of the organization.
  - d. If, in the reasonable opinion of company, you are guilty of any serious misconduct, company may terminate your employment without notice and any payment thereof. Serious misconduct includes, but is not limited to
    - 1. violation of any of the terms of this Agreement.
    - 2. refusal to abide and obey a reasonable command or expectations of company, and not performing the duties assigned under this agreement.
    - 3. dishonesty, theft, serious neglect, gross misconduct, mis-representation
    - 4. expressly or by implicitly repudiating this Agreement;
    - 5. act in such a way (whether or not in the course of your employment) as to bring the Company or its subsidiaries into disrepute;
    - 6. being convicted of a criminal offence;
    - 7. being convicted of or charged with an offence involving moral turpitude; or
    - 8. do any act detrimental or damaging to the Company, its Affiliates and Clients.
  - e. **Retirement age:** The age of retirement will be your attainment of 58 (fifty-eight) years as calculated as per your official date of birth. However, the management at its discretion may extend this age, in individual cases.
- 9) **Code of Business Conduct:** All the time during the term of your employment with Cigniti you are required to comply with all the applicable laws, regulations of the land and Cigniti Code of Business Conduct. You are advised to read Cigniti Code of Business Conduct thoroughly as soon as your employment commences and attend all the mandatory trainings as advised time to time.
- 10) **Intellectual Property:** Your duties could include formulating new strategies, initiatives and encouraging creative work in the respective department. Copyright or other intellectual property may subsist in the work that is expected to be generated. Any such intellectual property rights shall vest absolutely in the Company, and you undertake to execute all necessary documents, and do whatever else may be necessary to secure those rights, even after your employment has ended, including a deed of assignment of any intellectual property substantially in the form attached hereto as Schedule-I.
- 11) **Confidentiality:** As a part of employment with the Company, you will execute a Non-Compete & Non-Disclosure Agreement in a form attached hereto as Schedule II, the terms of which will be binding on you. All information concerning the business, practices, finances, strategies, plans etc. of the company shall be considered as strictly confidential and any breach thereof is deemed as misconduct which entitles the company to terminate your employment in accordance with the provisions above.
- 12) **Information Security Management System Policies:** You will be required to sign an agreement to abide by the Information Security Management System Policies of the Organization which is attached hereto as Schedule III.
- 13) **Non-Violation:** You represent that by accepting the terms of this agreement you will not be violating the terms and conditions of any agreement with your previous employer or third parties.
- 14) **Company Property:** When your employment ends, for whatever reason, you will, before being relieved from the Company, return to the Company:
  - a) all equipment and materials belonging to the Company or its Clients, along with any passwords, information or other objects required to use the equipment;

- b) every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which you undertake to make a diligent search);
  - c) all other Company property, including Confidential Information, in your possession or control.
- 15) **Outside Interests:** You shall not (either solely or jointly with any other person, firm or company and whether directly or indirectly) carry on or be engaged in or interested in any other business during the period of this Agreement. You shall devote all your working hours in the service of the Company and shall not engage in, continue to be engaged in, invest in, be a director of, start or support any other business without the prior written consent of the board of the Company.
- 16) **Past Record:** If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information, in such case, you will be liable to removal from services, without any notice. You will also be liable to such damages or such action as may be determined by the Company.
- 17) **Amendments:** You will abide by all the rules and regulations 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 above terms and conditions which shall be binding on you.
- 18) **Governing Law:** This agreement shall be governed by the laws of India and the courts of Hyderabad shall have exclusive jurisdiction to settle any dispute that may arise in relation to the interpretation and performance of this Agreement.

Wishing you all the best,

**CIGNITI TECHNOLOGIES LIMITED**

  
**Karuna Kumar Vempala**  
Global Head – Talent Acquisition

### Annexure - 3

Kindly carry all the below hardcopies of documents on the date of joining - (Mandatory)

1	3 passport size photographs
2	Resignation acceptance mail/ Relieving Letter of Recent Employer
3	Signed Cigniti Offer letter
4	10 <sup>th</sup> Marks List or Certificate
5	12th / Intermediate Certificate
6	Graduation - Marks List or Certificate
7	Post-Graduation - Marks List or Certificate
8	Relieving/Service Letters (Previous Employers)
10	PAN Card
11	Passport/ Aadhaar Card
12	Permanent & Current Address proofs

**Note:**

You are expected to report the HR – Onboarding team on the date of joining. The On boarding team would get in touch with you shortly with further details related to your Induction into Cigniti.





Date: 29<sup>th</sup> of April 2021  
Name: BANDHAMRAVURI SUNILKUMAR  
Roll Number: 17481A0307

Sub: Letter of Intent

Dear BANDHAMRAVURI SUNILKUMAR

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



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Roll Number: 17481A0307

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We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLCN1033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



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Roll Number: 17481A0307

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- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

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We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L22300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

# BSA Corporation Limited **BSA**

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## Offer Letter

To,

Date : 12/08/2021

**Ms. BATTA URMILA**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager - HR operations

*Recived orisinal copy*

*B-urmila*

*16/8/2021*

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## **BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018.  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in



17481A0309  
15

Ref: TCSL/CT20203461749/1644867/Chennai  
Date: 17 November 2021

MS. SUSMITHA CHEPURI  
Door No:7-370 Rajeev Veedhi,  
Vuyyuru, Vuyyuru,  
Andhrapradesh-521165.  
Tel# 919951230048

**Sub: Joining Letter**

Dear Ms. Susmitha Chepuri,

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 **25th November 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



## **TCS Xperience Program**

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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,

**Janardhan S**  
**Global Head - Talent Development**



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



17481A0310



Date: 02.08.2021

To,  
Ms. B.Thanuja  
EMP NO: 40027  
DEPT: Design

Dear Ms. B.Thanuja,

**Sub: LETTER OF APPOINTMENT FOR A FIXED TERM EMPLOYMENT**

1. This has reference to your application and the Subsequent test /interview which you had with us, we are pleased to appoint you in Fixed Term Employment for a specified period of 24 months from 02.08.2021 to 01.08.2023 (both days inclusive).
2. You will be paid a Stipend including all allowances. Attached Annexure mentioning breakup of salary.
3. Be it clearly understood and agreed that your appointment is being made on FTE basis for a fixed period as stated above. Your appointment will automatically come to an end on the Expiry of the specified period and no notice or notice pay or retrenchment compensation will be payable to you by the Management. Since your appointment is being made for a specified period you will neither have any right nor lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. Except one month's notice or salary in lieu of one month notice no compensation or remaining wages for unexpired period of contract of fixed period of appointment will be payable by the management if your services are terminated before the specified period of your service.
4. Stipend:
  - A) You shall be paid a sum of Rs.14,000/- per month towards stipend during your FTE period for first Year.
  - B) You shall be paid a sum of Rs.16,000/- per month towards stipend during your FTE period for second year.
5. Your duties will include efficient, satisfactory and economical operation in any department in which you will be placed from time to time.
6. You shall not at any time either during the continuance of your employment with the company or after you cease to be in the employment of the company for any reason whatsoever, except with the prior consent or direction of the company in writing disseminate, lecture upon, publish or divulge either directly or indirectly to any person, firm or company any formula, processes, methods, machines, composition, ideas or any other knowledge, information or documents whatsoever, which you may acquire during the course of, or incidental to, your employment with the company concerning research, development, contracts, methods, working processes, trade secrets, transactions, affairs or customers of the company.





17481A0311

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213787595/Chennai**  
**Date: 07/12/2021**

Mr. Rajesh Bellani  
Behind Varma Electronics Kalidindi Road,  
Near Gas Office,  
Kaikaluru-521333,  
Andhra Pradesh.  
Tel# 91-9542992830

Dear Rajesh Bellani,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20213787595**

1

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.



# GROSS SALARY SHEET

Annexure 1

Name	Rajesh Bellani
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xpire / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xpire / Xperience Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms

TCS Confidential  
TCSL/CT20213787595

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS-Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





17212

**Offer: Computer consultancy**  
**Ref: TCS/CT20203474492/Mumbai**  
**Date: 11/06/2021**

Mr. B Krishna Chaitanya Kumar,  
Flat No. 303,  
Srinivasam Apartment,  
Manalakshmi Nagar, Poranki,  
Penamaluru, Krishna Dist. -521 137  
Tel# 91-9247960159

Dear B Krishna Chaitanya Kumar,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/ CT20203474492**

**TATA CONSULTANCY SERVICES**

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

17315



Date: 29<sup>th</sup> of April 2021  
Name: CHEPURI SUSMITHA (W)  
Roll Number: 17481A0315

Sub: Letter of Intent

Dear CHEPURI SUSMITHA (W)

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



Date: 29<sup>th</sup> of April 2021  
Name: CHEPURI SUSMITHA (W)  
Roll Number: 17481A0315

Sub: Letter of Intent

Dear CHEPURI SUSMITHA (W)

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- A satisfactory reference from the list of referees furnished by you at the time of joining.
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- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)





Date: 29<sup>th</sup> of April 2021  
Name: CHEPURI SUSMITHA (W)  
Roll Number: 17481A0315

Sub: Letter of Intent

Dear CHEPURI SUSMITHA (W)

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91.44.4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



1748/A0317

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213783087/Kolkata**  
**Date: 02/11/2021**

Mr. Eswar Naga Sai Mani Kumar Chitturi  
1-64Mainroad,  
Ramalayam Street, Mulakalapalli,  
Mulakalapalli-521343,  
Andhra Pradesh.  
Tel# -6301113429

Dear Eswar Naga Sai Mani Kumar Chitturi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/CT20213783087

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Building 1A, EcoSpace, Plot - 8F/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

TCS Confidential

TCSL/CT20213783087

### **TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Building 1A, EcoSpace, Plot - BF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## GROSS SALARY SHEET

Annexure 1

Name	Eswar Naga Sai Mani Kumar Chitturi
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,677</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**Girish V. Nandimath**  
Global Head Talent Acquisition & AIP



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms

TCS Confidential  
TCSL/CT20213783087

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Building 1A, EcoSpace, Plot - BF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

# JBM Auto Limited

PLOT No. 1015-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. DASARI PRUDHVI SAGAR  
Gudlavalluru Engineering College  
Gudlavalluru.

Dear Mr. DASARI PRUDHVI SAGAR

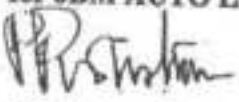
Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For   
N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110018,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

# JBM Auto Limited

Plot No. RNB-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 944 - 87291122, 87201136

17-319  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. DASARI PRUDHVI SAGAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. DASARI PRUDHVI SAGAR

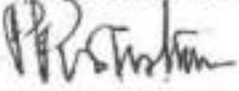
Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For   
N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 801, Hemkunt Chambers, 88, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74999DL1990PLC083073



# JBM Auto Limited

Plot No. 105-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Scherumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 106. Tel : 044 - 87291127, 87291136



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. DAVULURI PRADEEP  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. DAVULURI PRADEEP

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 801, Hemkunt Chambers , 89, Nehru Place , New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

EMPLOYMENT OFFER LETTER

Cappemini Ref: 5576282/1181522.

02/28/2022,  
Devarth Panchuri,

S E R CENTER  
VIJAYAWADA, Andhra Pradesh  
India.

Confidential

Dear Devarth Panchuri,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappemini Technology Services India Limited ('Cappemini' or 'Company') starting from 03/03/2022 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Analyst/A4.
- B) You will be required to work at the Company's offices in Bangalore.
- C) You have to report by 8:30 am at Bangalore office, for joining formalities and collect security at the main gate for your entry pass at:

Address  
154-165, EPIP Phase II,  
EPIP Industrial Area, Whitefield, Bengaluru 560008

Please note that your name mentioned in the offer letter will be used to create your employee records in Cappemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be INR 300,002.00 (Rupees Three Lakh And Two Only). Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 380,006.00 (Rupees Three Lakh Eighty Thousand and Six only). Please refer Annexure-B for details. Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

## ANNEXURE - B

Analyst

Total Cost to Company (CTC):

Rs.380,000.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs.1,08,000.00
Other Allowances and Reimbursements - 1	Rs.1,198.00	Rs.14,386.00
Other Allowances and Reimbursements - 2	Rs.147.00	Rs.1,764.00
Advance Statutory Bonus	Rs.3,148.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
Statutory payments **		
Company's contribution to PF **	Rs.1,600.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.372,204.00
Total Cash Compensation		Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 380,006.00

\* You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements - 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	18,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,800.00



17-328

Offer: Computer consultancy  
Ref: TCS/CT20203467851/Hyderabad  
Date: 01/06/2021

Mr. Domathi Varun  
Pedamadali,  
Pamarru Mandal,  
Krishna Dist. -521 137  
Tel# 91-7036680684

Dear Domathi Varun,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/ CT20203467851**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nival Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

17-325



Offer Letter

Dear Mr.

D. Vijay Kumar Reddy.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received original copy

D. Vijay Kumar Reddy 11/08/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

17-325



Offer Letter

Dear Mr. D. Vijay Kumar Reddy.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

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For Resolute Star Private Limited,



Ramesh KP.

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For Resolute Star Private Limited,



Ramesh KP.

Received original copy

D. Vijay Kumar Reddy 11/08/2021

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CIN: U25209TG2020PTC147324.





17-326

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203063050/Delhi**  
**Date: 06/09/2021**

Mr. Kiran Kumar Elchuri  
2-164 Main Road,  
Kothapalem,  
Prakasam-523301,  
Andhra Pradesh.  
Tel# 91-9100794838

Dear Kiran Kumar Elchuri,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20203063050**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India  
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



17-328

**RAMTECH**  
CONSULTING

2nd Floor, Wing-A, Block-1  
NSL SEZ HydPvt., IDA  
Uppal, Hyderabad - 500039  
☎ +91-9030817732, 7675033399  
[www.ramtech-corp.com](http://www.ramtech-corp.com)

**Mr/Mrs/Ms Garikimukku Manoj**

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr GIS Engineer.

Your appointment will be effective from 10<sup>th</sup> February 2022.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)



17-332

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203482054/Chennai**  
**Date: 01/11/2021**

Mr. Jaya Siva Rama Naga Vamsi Grandhi  
Dr:4-96,Opp.Ramyasri Cloth ShowroomMain Road,  
Undrajavaram,  
Undrajavaram-534216,  
Andhra Pradesh.  
Tel# -

Dear Jaya Siva Rama Naga Vamsi Grandhi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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**TCS Confidential**  
**TCSL/CT20203482054**

1

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Ref: TCSL/CT20203482054/1643726/Chennai  
Date: 17 November 2021

MR. JAYA SIVA RAMA NAGA VAMSI GRANDHI  
Dr:4-96,Opp.Ramyasri Cloth Showroom Main Road,  
Undrajavaram, Undrajavaram,  
Andhra Pradesh-534216.  
Tel# 919440829071

**Sub: Joining Letter**

Dear Mr. Jaya Siva Rama Naga Vamsi Grandhi,

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 **25th November 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

*G. Vamsi*

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Poondi Park, Technopark Campus, Kakkanad P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6625400, Fax: +91 471 6625499, Website : [www.tcs.com](http://www.tcs.com)  
Registered Office : Kirtmul Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781

Page | 1



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,

**Janardhan S**  
Global Head - Talent Development



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

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd.

Peepul Park, Technopark Campus, Karyavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629489, Website : [www.tcs.com](http://www.tcs.com)  
Registered Office : Minnal Building, 9th Floor, Narayan Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22218MH1995PLC084781

Page | 3

# JBM Auto Limited

Pict No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchesapuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201130



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. GUDE KESAVA MANIKANTA SIVA  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. GUDE KESAVA MANIKANTA SIVA

Sub: Offer Letter.

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED



N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC003073



# JBM Auto Limited

Plot No. RMS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 844 - 87201127, 87201136



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. GUDE KESAVA MANIKANTA SIVA  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. GUDE KESAVA MANIKANTA SIVA

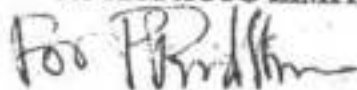
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Thanking you

for JBM AUTO LIMITED



N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74000DL1998PLC003073

Ref: 868358/2001860/ELTP

18-DEC-2021

Mr. Gutti Joga Syama Sundara Rao  
Vijayawada (Ap) - 521366  
Mobile: 6304828920

**Subject: Offer of Appointment**

Dear Mr. Gutti Joga Syama Sundara Rao

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer at Band 'U' and Sub Band 'U1' under ELTP Schema**. However, in the current COVID situation, the Company hereby allows you to work from your hometown or any other place in India. However you shall be required to report to your base location as and when required by the Company. Any travel for official work must be in strict compliance with the prevailing travel policy of the Company. While you are working from home, if you wish to travel outside India in your personal capacity, you shall inform in advance in writing to your reporting manager and Business HR SPOC. You may be permitted to travel outside India only after approval of your reporting Manager and BHR lead.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called "**Entry Level Integrated Training and Enablement (ELITE)**" will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



## ANNEXURE - A

NAME	Mr Gutti Joga Syama Sundara Rao
TITLE	Associate Software Engineer
BAND	U1
LOCATION	HYDERABAD
COMPONENTS	
Per Annum (All figures in INR)	
BASIC (@40% OF TOTAL FIXED PAY)	89393
HRA (@70% OF BASIC)	62575
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10727
FLEXIBLE COMPONENTS OF TFP	12787
TOTAL FIXED PAY..... (A)	223482
TOTAL VARIABLE PAY (TVP)..... (B)	24831
ADDITIONAL BENEFITS..... (C)	11687
GRATUITY	4300
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	7387
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	260000

- Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- Flexible Benefit Plan (as applicable):** You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)





HRD/3T/21-22/1002133530

July 27, 2021

Mr. Raghava Jujhavarapu  
Candidate ID: 1002133530  
12-42(9-132), 4 Rth Road, Srirum Nagar, Sanivarapupeta  
West Godavari District  
Eluru- 534003  
Eluru  
India  
Ph: (91) 93901 61822

Dear Raghava,

**SUB: LETTER OF INTENT TO HIRE**

— Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of Systems Engineer in Job Level 3 with the company. Your DoJ is December 20, 2021 and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your Total Gross Salary includes a Performance Incentive and will be INR 360000 per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited



Dear Mr. J. Lohitt Offer Letter

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

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All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

Ramesh KP.

Received  
originals  
11/08/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



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For Resolute Star Private Limited,



Ramesh KP.

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11/08/2021

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All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received  
originals  
11/08/2021

## Resolute Star Private Limited

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CIN: U25209TG2020PTC147324.



17-341

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203550847/Chennai**  
**Date: 07/12/2021**

Mr. Ram Sai Kanikanti  
1-144b,  
Bommuluru,  
Bapulapadu-521105,  
Andhra Pradesh.  
Tel# -

Dear Ram Sai Kanikanti,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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**TCS Confidential**  
**TCSL/CT20203550847**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

17-342



Date: 29<sup>th</sup> of April 2021

Name: KARAMSETTY VENKATA SATYA MANIKANTA GOPAL

Roll Number: 17481A0342

Sub: Letter of Intent

Dear KARAMSETTY VENKATA SATYA MANIKANTA GOPAL

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042

Tel : +91.44.4299 7070 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)





Date: 29<sup>th</sup> of April 2021

Name: KARAMSETTY VENKATA SATYA MANIKANTA GOPAL

Roll Number: 17481A0342

Sub: Letter of Intent

Dear KARAMSETTY VENKATA SATYA MANIKANTA GOPAL

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041011, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



17-343

Ref: TCSL/DT20219190156/1711507/Lucknow  
Date: 22 December 2021

MR. HARI DURGA PRASAD REDDY KETHIREDDY  
94-29 13th Lane,  
A.T.Agraharam, GUNTUR,  
Andhra Pradesh-522004.  
Tel# 919133845865

**Sub: Joining Letter**

Dear Mr. Hari Durga Prasad Reddy Kethireddy,

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 **30th December 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



**Mr/Mrs/Ms K Venkata Praveen Kumar**

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr. GIS Engineer.

Your appointment will be effective from 21<sup>st</sup> January 2022.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)



Date: 29<sup>th</sup> of April 2021  
Name: KOTTE RAJA BABU  
Roll Number: 17481A0345

Sub: Letter of Intent

Dear KOTTE RAJA BABU

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



Date: 29<sup>th</sup> of April 2021  
Name: KOTTE RAJA BABU  
Roll Number: 17481A0345

Sub: Letter of Intent

Dear KOTTE RAJA BABU

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



Date: 29<sup>th</sup> of April 2021  
Name: KOTTE RAJA BABU  
Roll Number: 17481A0345

Sub: Letter of Intent

Dear KOTTE RAJA BABU

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Ttd : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



12346

Offer: Computer consultancy  
Ref: TCS/CT20203476824/Hyderabad  
Date: 14/08/2021

Mr. Kuchipudi Akshay  
D.NO.8-168,Pedaravuru,  
Tenali,  
Guntur Dist. -522 202.  
Tel# 91-9182452358

Dear Kuchipudi Akshay,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
TCSL/ CT20203476824

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Deccanpakk, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India



Offer: Computer consultancy  
Ref: TCS/CT20203477268/Hyderabad  
Date: 21/01/2021

Mr. Kukkala Pavan Kumar  
D.No. 4-89, Gangapuram,  
Chigurukota, Mudinepalli Mandal,  
Krishna Dist - 521 345  
Tel# 91-9949411728

Dear Kukkala Pavan Kumar,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions).

**TCS Confidential**  
TCSL/ CT20203477268

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nival Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



1748/A0348

MC/ITC/ENR/APP-PG (25/12/21)  
8<sup>th</sup> August, 2021.

Mr. Kishan Lakshmi Narasimhan  
A-101, 3-42 E, Madhavaram,  
Bengaluru, Karnataka  
Andhra Pradesh - 521124.

## RAMTECH CONSULTING

2nd Floor, Wing-A, Block-T  
NSL SEZ Hyd Pct., IDA  
Uppal, Hyderabad - 500089  
Q-401 900817732, 7875003300  
www.ramtech-corp.com

### Sub Appointment Letter

Dear Kishan Narasimhan,

With reference to your application and the subsequent interview you had with us, we are the pleasure in appointing you to the post of Sr. GIS Engineer on the following terms and conditions:

- You will be reporting to the General Manager (Operations).
- You are required to join our duty on 8<sup>th</sup> August, 2021.

A. Your starting salary including allowances shall be as follows:

Basic	Rs. 6076
DA	Rs. 3525
Conveyance Allowance	Rs. 800
CCA (Housing Conveyance Allowance)	Rs. 2074
Medical Allowance	Rs. 0
*Fixed Components	Rs. 710

Monthly Gross Rs. 10780 (Approx Ten Thousand One Hundred Eighty Only)

#### Annual & Statutory Benefits:

Employer's Contribution of PF	Rs. 628
Employer's Contribution of Provident Fund	Rs. 330
Gratuity / Ex gratia	Rs. 437
*Gratuity (PF) will be paid on completion of 5 years	Rs. 743

#### Fixed Tax Exemption (FTE)

Rs. 12784 (Approx Twelve Thousand Seven Hundred Eighty Four Only)

Notes: 1. Employees are provided to the respective grades of employees as per rules of the Company.  
2. The fixed tax exemption of 5 years of continuous service @ 12 days basic per month, subject to the maximum limit of 12 months.

3. Deductions from salary shall be made as per rules of the Company. In case of any change in law or procedure laid down by virtue of change in law or local authorities' regulations or acts or rules, such deductions will be made good from the above stated salary for which you will not have any claim or objection.

- As per the policy you will be on probation for a period of One year from the date of joining which shall be inclusive of your joining period. If your services and performance is not found satisfactory, your probation period shall be extended. During the probation period, if you wish to resign from the firm's service you will be required to give two month's notice in writing or two month's salary (including Allowances) in lieu thereof or as per the terms mentioned in the appointment letter, whichever is applicable. Otherwise the firm will be at liberty to terminate your services without assigning any reason whatsoever, during the probationary period by giving two month's notice in writing or two month's salary (including Allowances) in lieu thereof. Upon successful completion of your probation, you will be absorbed in writing or your confirmation as a regular employee of the firm. Unless confirmed in writing you will be deemed to have resigned after the expiry of the probation period or the extended period of probation.

*[Signature]*

K. Lakshmi Narasimhan

Office: 28, Anand Lok, New Delhi - 110 043, INDIA

NORTH AMERICA

EUROPE

2021-12-21 10:10



18-349

Offer: Computer consultancy  
Ref: TCS/CT20213475212/Hyderabad  
Date: 11/06/2021

Mr. Jammula Gopi,  
Ravela Village,  
Tadikonda Mandal,  
Guntur Dist- 522018  
Tel# 91- 8179510406

Dear Jammula Gopi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/CT20213475212**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [tcs.com](http://tcs.com)

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Services: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Ref No: 15017287  
27-Sep-2021



17481A0351

Maddula Manikanta

Dear Maddula,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Voice** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Hyderabad**.

Your annual total compensation will be **INR 210,002**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **29-Sep-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks.
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing.
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant.

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("Cognizant"),

Ardeshtir R Dastur

**AVP – Talent Acquisition**

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

## Compensation and Benefits

Name: Maddula Manikanta

Designation: Process Executive - Voice

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1382.142857	16,586
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4574	54,888
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	444	5,328
	<b>Annual Gross Compensation</b>		<b>210,002</b>
	<b>Annual Total Compensation</b>		<b>210,002</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>229,502</b>

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

**Leave and vacation:**

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

*Category of Leave*

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

**# Provident Fund Wages:**

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI



17-352

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20229775010/Ahmedabad**  
**Date: 24/02/2022**

Ms. Vasavi Madiri  
15-447/BBypass Road,  
Edepalli, Machilipatnam,  
Machilipatnam-521001,  
Andhra Pradesh.  
Tel# -

Dear Vasavi Madiri,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20229775010**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

5<sup>th</sup> & 6<sup>th</sup> Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India  
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



17-352

Ref: TCSL/DT20229775010/1796529/Ahmedabad  
Date: 09 March 2022

MS. VASAVI MADIRI  
15-447/B Bypass Road,  
Edepalli, Machilipatnam, MACHILIPATNAM,  
ANDHRA PRADESH-521001.

**Sub: Joining Letter**

Dear Ms. Vasavi Madiri,

We would like to take this opportunity to extend you 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 **24th March 2022**, your joining location is **Ahmedabad** and work location is **Ahmedabad**. This has been provided considering your preference and business requirements.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



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,

**Janardhan S**  
**Global Head - Talent Development**



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





22-Mar-2021

Dear Manda Prasanth Kumar,  
B.Tech/B.E., Mechanical Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017284

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## Compensation and Benefits

Name: Manda Prasanth Kumar

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

17-355



Dear Mr. Me. Likhesh Sai <sup>Offer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:-

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

*We Received the original  
M. Likhesh Sai  
11/08/2021*

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



17-355



Dear Mr. Mr. L. Keshu Sai <sup>Offer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

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All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

Ramesh KP.

*We Recived the original  
M. L. Keshu Sai  
11/08/2021*

## Resolute Star Private Limited

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CIN: U25209TG2020PTC147324.

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Senneluppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109, Tel : 844 - 87291127, 87201138



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. MANDAVA LIKESH SAI  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. MANDAVA LIKESH SAI

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy

M. LIKESH SAI.

17/08/2021

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1998PLC083073

17-355



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For Resolute Star Private Limited,

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*We Received the original  
M. L. Keshu Sai  
11/08/2021*

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CIN: U25209TG2020PTC147324.

# BSA Corporation Limited BSA

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## Offer Letter

Date : 12/08/2021

To,

**Ms. MANIKONDA SREE LATHA**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

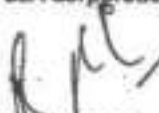
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On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ramesh Kumar  
Senior Manager – HR operations

*Received original copy*  
*M.Sree Latha*  
*16-08-2021*

---

## BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

# BSA Corporation Limited BSA

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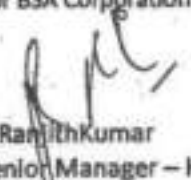
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Thanks,

For BSA Corporation Limited,

  
B Raghav Kumar  
Senior Manager – HR operations

*Received original copy*  
*M. Sree Latha*  
*16-08-2021*

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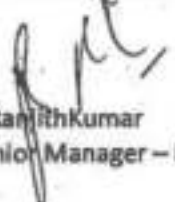
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Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

*Received original copy*  
M.Sree Latha  
16-08-2021

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[www.bsagroup.in](http://www.bsagroup.in)



18-359

**Offer: Computer consultancy**  
**Ref: TCS/CT20206477469/Mumbai**  
**Date: 26/09/2021**

Mr. Vatapalli Siva Dev  
D.NO.31/334/13,  
Gillakaladindi, Machilipatam,  
Krishna Dist-521 001,  
Tel# 91-8309159276

Dear Vatapalli Siva Dev,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Xplore Program which gives an additional earning potential of up to **Rs.60,000** during the first year. Annexure- I provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/ CT20206477469**

**TATA CONSULTANCY SERVICES**

Registered Office: Normal Building, 4th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 | Email: [careers@tcs.com](mailto:careers@tcs.com)



# BSA Corporation Limited **BSA**

---

## Offer Letter

Date : 12/08/2021

To,

**Ms. MATTI BHARGAVA SAI**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B RanjithKumar  
Senior Manager – HR operations

Received original copies  
M. Bhargava

---

## **BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
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# BSA Corporation Limited **BSA**

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# BSA Corporation Limited **BSA**

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[www.bsagroup.in](http://www.bsagroup.in)



22-Mar-2021

Dear Venkata Naga Sai Munagala,  
B.Tech/B.E., Mechanical Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017312

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## Compensation and Benefits

Name: Venkata Naga Sai Munagala

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
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As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Mr/Mrs/Ms Munipalli Pavan Kalyan**

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr. GIS Engineer.

Your appointment will be effective from 8<sup>th</sup> August 2021.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)

HRD/3T/1002384986/21-22

Infosys®

Navigate your next

November 16, 2021

Mr. Naragani Dheeraj Srinivas  
19/216A,  
Bethavolu  
Gudivada-521301  
India

17-366

Ph: +91-8008219991

Dear Naragani Dheeraj,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**

**EVP and Head Human Resources - Infosys Limited**

Certification approved by Richard Lobo  
Infosys, Bangalore  
Digitally signed by Richard Lobo  
Date: 2021.11.16 12:47 IST  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

*Company Confidential - This communication is confidential between you and Infosys Limited*

### **Probation and Confirmation**

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Agreement**

Our offer to you as Systems Engineer is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

#### **Training Performance - linked Incentive**

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.



### **Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### **Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

### **Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.



As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Certification signed by Richard Lobo  
Infocert, version 1.0.0.0  
Digitally signed by Richard Lobo  
Date: 2021.11.10 15:47:47 IST  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - II**  
(Compensation post Unit allocation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Mr. Naragani Dheeraj Srinivas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
<b>MONTHLY GROSS SALARY</b>	<b>22,328</b>

**2. ANNUAL COMPONENT**

BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
--	-----

**3. RETIRAL BENEFITS**

PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>25,000</b>

**4. INCENTIVE COMPONENTS**

	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>	<b>26,250</b>		
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>	<b>27,500</b>		
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>	<b>30,000</b>		

**OTHER BENEFITS**

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



Date: 29<sup>th</sup> of April 2021  
Name: N DHEERAJ SRINIVAS  
Roll Number: 17481A0366

Sub: Letter of Intent

Dear N DHEERAJ SRINIVAS

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00<sup>AM</sup>.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91.44.4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041031, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

**Offer Letter**

Dear Mr. N. D. Srinivas.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

Ramesh KP.

*We Received the original*

N.D. Srinivas 11/08/2021

**Resolute Star Private Limited**

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

# JBM Auto Limited

Plot No. R95-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 87201127, 87201136



17481A0366

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. N DHEERAJ SRINIVAS  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. N DHEERAJ SRINIVAS

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For *N.S. Bhagyaraj*

N.S. Bhagyaraj  
Dy. Manager P&A

*Received original  
ND. Srinivas*

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-25427104-06 Fax: 011-25427100, CIN: L74899DL1998PLC083073



Date: 29<sup>th</sup> of April 2021  
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Roll Number: 17481A0366

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We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



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Roll Number: 17481A0366

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- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

Ramesh KP.

*We Received the original*

N.D. Srinivas 11/08/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. 5-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



Offer Letter

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- 5) Bank details - 2 nos

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For Resolute Star Private Limited,

  
Ramesh KP.

*We Received the original*

N.D. Srinivas 11/08/2021

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## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sripurumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201138



17481A0366

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. N DHEERAJ SRINIVAS  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. N DHEERAJ SRINIVAS

Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For *[Signature]*

N.S. Bhagyaraj  
Dy. Manager P&A

*Received original  
ND. Srinivas*

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1998PLC063073



17-268

Offer: Computer consultancy  
Ref: TCS/CT20212478812/Hyderabad  
Date: 10/10/2021

Mr. Narelapu Saket Baba  
D.No.4-160, Vaumathi nilayam,  
Old Post Office, Poranki,  
Vijayawada -522 202.  
Tel# 91-9490049975

Dear Narelapu Saket Baba,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/CT20212478812**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

17 May 2022

Nidumolu Raja Ganesh  
Employee Code : HE004822  
Hyderabad - Kukatpally

Dear Nidumolu,

**Appointment Letter**

We are pleased to appoint you as Fulfilment Associate in Distribution Portfolio with effect from May 17, 2022 in ICICI Home Finance Company Ltd (hereinafter referred to as "ICICI HFC" and/ or the "Company").

The following are the terms and conditions of your appointment at ICICI HFC

**1. COMPENSATION**

- a) The details of your remuneration and benefits are detailed in Annexure of this letter.
- b) You will be eligible for the Performance Bonus, as per the policy of ICICI HFC. Please note that there is no guaranteed performance bonus, subject to provisions of the Payment of Bonus Act, 1965, wherever applicable.

**2. NOTICE PERIOD**

In case you decide to leave the ICICI HFC' services, you will be required to give forty-five (45) days' notice.

ICICI HFC in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies.

**3. TERMINATION OF EMPLOYMENT**

Your services with ICICI HFC are liable to be terminated:

- a) Without assigning any reason and without giving any notice.
- b) At any time during your services with ICICI HFC in the event of:
  - i. Any breach by you of the terms and conditions of your employment;
  - ii. Any false, misleading and/or incorrect information furnished by you like:
    - 1. previous employment data
    - 2. pay particular(s), with your previous employer(s);
  - iii. Any false statement and/or information, and/or declaration with regard to qualification and/or work experience and similar issues;
  - iv. Suppression of any material information by you.

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 103. Tel : 844 - 87201127, 87201138

17-370  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. PADAMATA PAVAN VENKATESWARARAO  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PADAMATA PAVAN VENKATESWARARAO

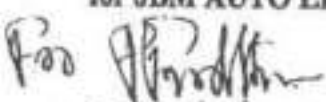
Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

  
N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy  
16/8/2021  
P. Pavan

Registered Office

801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 87201127, 87201138



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. PADAMATA PAVAN VENKATESWARARAO  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PADAMATA PAVAN VENKATESWARARAO

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

  
N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy  
16/8/2021  
P. Pavan

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427194-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073



17-371



Dear Mr. P. Hemanth Babu <sup>Offer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

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All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received the original

*P. Hemanth Babu*

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Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennaisappan Village,  
Serpenturudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201138



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. PAGOLU HEMANTH BABU  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PAGOLU HEMANTH BABU

Sub: Offer Letter

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Dy. Manager P&A

Received original copy

P. Hemanth babu

16/08/2021

Registered Office

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Sripennambur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201137, 67201138



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Gudlavalleru Engineering College  
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# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1998PLC063873

17-371



Dear Mr. P. Hemanth Babu <sup>Offer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

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- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received the original

*P. Hemanth Babu*

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

12-371



Dear Mr. P. Hemanth Babu Offer Letter

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CIN: U25209TG2020PTC147324.

17-273



Date: 29<sup>th</sup> of April 2021  
Name: PARISE RAMESH  
Roll Number: 17481A0373

Sub: Letter of Intent

Dear PARISE RAMESH

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



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For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 48-C, Velachery Main Road, Velachery, Chennai - 600 043  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041031, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

# JBM Auto Limited

Plot No. RMS-1, Renault Nissan Supplier's Park, BIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperambudur Taluk, Kanchipuram Dist, Tamilnadu-603 108. Tel : 044 - 87201127, 87201138



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. PEDAMALLU DINESH.SAI  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PEDAMALLU DINESH SAI

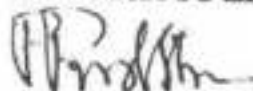
Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For   
N.S. Bhagyaraj  
Dy. Manager P&A

Recieved original copy  
P. Dinexsai

Registered Office

# 601, Hemkunt Chambers, 88, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1998PLC083073



# JBM Auto Limited

Plot No. R95-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sermakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 108. Tel : 944 - 87291127, 87291136



No: JBMA/ORG/HR/

Date: 12.08.2021

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Gudlavalluru Engineering College  
Gudlavalluru.

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Thanking you

for JBM AUTO LIMITED

For   
N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy  
P. Dinayasi

Registered Office

# 901, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIB: LT4898DL1998PLC083073

# JBM Auto Limited

Plot No. RMS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Briperambudur Taluk, Kanchesapuram Dist, Tamilnadu-603 109. Tel : 944 - 67201137, 67201136



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For   
N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy  
P. Dinayasi

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: LT4896DL1996PLC083073

GDC/IND/AL/2021

August 09, 2021

Perumalla Mohith  
26-246A, Sivalayam street,  
Pamaru, Krishna district,  
Andhra Pradesh - 521157

## Subject: Appointment Letter

Dear Mohith,

In reference to your application and the subsequent interview you had with us, we are pleased to appoint you in our organization as per the details mentioned in the **Annexure**;

### SERVICE CONDITIONS

1. You will be on Training cum Probation for a period of twelve months, which may be extended by the management at its discretion. At the end of the probation period, your services with the company will stand confirmed unless communicated to you otherwise by the 12<sup>th</sup> Month and you shall continue to be on probation until further communication. During the probation period either party may terminate this contract by giving 30 (thirty) days' prior written notice. However, post completion of probation period either party may terminate this contract by giving 90(ninety) days prior written notice or pay in lieu of notice on part of company only.
2. The Management reserves the right to transfer you in any capacity that may be determined by it to any other department, branch, establishment or unit of Kantar GDC India Pvt. Ltd. or any other subsidiary, associate company or establishment, whether existing or acquired later, of the same promoters or under the same management anywhere in India or abroad. You may also be seconded in any such capacity and for tenure that the Management may determine to any other Organization, Company, business or establishment of the promoters of the Company or with whom the Company has an agreement to provide professional services. In any such case, you will be governed by the terms, conditions, rules and regulations of service applicable at the new placement.
3. You are expected to attend Office during the scheduled working hours as per the rules of the Company. Absence for a continuous period of nine days without prior approval of your superior (including overstay of leave), can lead to your services being terminated without notice or explanation.
4. During Training/Probation period you will be required to attain 100% attendance towards your training and you will have restrictions on availing leaves. Should, your attendance for the entire training be below 90%, you may be required to repeat the training/assessment or your training cum probation period may be extended. Upon confirmation of your employment, you will be entitled to leaves as per the Leave policy of the company prevalent from time to time.

Human Resources

Employee's Signature

8. Upon separation from the company on account of either resignation or termination, you need to immediately return to the company all the assets and property (including any leased property) of the company including documents, files, books, papers, Car and memos in your possession or custody. You will also return any letter of authority or power of attorney issued to you.
9. In the event you resign from the services of the company or your employment with the company is terminated for any reason whatsoever within 12 months of your date of joining the company, you will be required to refund all relocation and related expenses, notice period reimbursement and joining bonus, if any that may have been paid or reimbursed to you by the Company.

The Company shall conduct Background verification and reference check as per Company policy. In the event the results of the checks are unsatisfactory on any account, the Company may, in its sole discretion cancel this appointment.

For all other matters not covered in this letter you will be governed by the policies & systems of the company as applicable to you from time to time.

The Management reserves the right to modify this letter in the mutual interest of both you, the employee and the business and in such a case, you will be informed in writing of the same.

Please sign on each page in acceptance of the terms and conditions set out therein and return a copy of this letter.

We welcome you to Kantar GDC India (Private) Limited and hope that we will have a successful and happy association.



Human Resources

Employee's Signature

## ACKNOWLEDGEMENT

I, the undersigned, acknowledge and understand the terms and conditions contained in this agreement, and I was given a copy of the intended agreement and given a reasonable opportunity to seek independent advice before I entered into it. I was not induced to enter into this agreement by any oppressive means, undue influence or duress by the Company.

Name: .....

Name of witness: .....

Signature: .....

Signature of witness: .....

Date: .....

Date: .....

\* Kindly Check Annexure 2 for details of your flexible components.  
You can give your preferences for the same on date of joining.

**Note:** The amount mentioned in Annexure 2 are the maximum eligibility as per the scale level. The total of this flexible component should remain within the special allowance.

Annexure 2			
2.	Flexible Component	Details	Maximum (Annual)
a)	Children Education Allowance	100 per school going child, per month. Maximum of 200 per month.	2400
b)	Telephone & Internet	Fixed monthly sum, scales with scale.	12000
c)	Books & Periodicals	Fixed monthly sum, opted in multiples 500 per month.	18000
d)	Gift Voucher	Fixed amount gift voucher, given annually	5000
e)	Research Education	Capped Amount to be claimed with verified bills.	100000
f)	Meal Voucher	Can take Rs. 1100 or 2200 or 3300 per month.	39600
g)	Leave travel allowance	Capped Amount to be claimed with verified bills, scales with CTC.	15000



Dear Mr. P. Chandrakanth <sup>Offer Letter</sup>

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- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received the original  
P.C. Chandrakanth.  
11/08/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sripurambudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136

17-376  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. PISUPATI CHANDRAKANTH  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PISUPATI CHANDRAKANTH

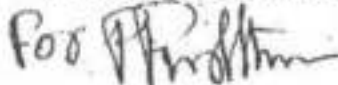
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Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Received Original Copy

P.Chandrakanth.

27/08/2021

Registered Office

# 601, Hemkunt Chambers, 59, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC003073



17-376



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CIN: U25209TG2020PTC147324.



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17-376  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

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Gudlavalleru Engineering College  
Gudlavalleru.

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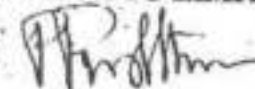
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Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Received Original Copy

P.Chandrakanth.

21/08/2021

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

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No: JBMAS/ORG/HR/

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for JBM AUTO LIMITED

For

N.S. Bhagyaraj  
Dy. Manager P&A

Received Original Copy

P.Chandrakanth.

21/08/2021

Registered Office

# 601, Hamkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74809OL1999PLC063073



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17481A0377

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Sippenmudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 87201127, 87201135



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. POLUKONDA SAI KUMAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. POLUKONDA SAI KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 26/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For *N.S. Bhagyaraj*

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019.  
Tel: 011-26427104-08 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-378

Offer Letter

Dear Mr. P. Sai Kumar.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!!

For Resolute Star Private Limited,



Ramesh KP.

*we Received the original*

*P. Sai Kumar*

*11/8/2021*

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. 5-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

17-378



Offer Letter

Dear Mr.

*P. Sai Kumar*

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

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For Resolute Star Private Limited,



Ramesh KP.

*we Received the original*

*P. Sai Kumar*

*11/8/2021*

---

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 87201127, 87201136

17-378  
**JBM** Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. POLUKONDA SAI KUMAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. POLUKONDA SAI KUMAR

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

For *N.S. Bhagyaraj*

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hamkunt Chambers, 89, Nehru Place, New Delhi - 110019.  
Tel: 011-26427104-06 Fax: 011-26427100 CIN: LT4899DL1996PLC083073

17-278

Offer Letter

Dear Mr.

P. Sai Kumar.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

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- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!!

For Resolute Star Private Limited,



Ramesh KP.

*we Received the original*

*P. Sai Kumar.*

*11/8/2021.*

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 100. Tel : 044 - 67291127, 67291135



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. POTNURI SAI PRAKASH  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. POTNURI SAI PRAKASH

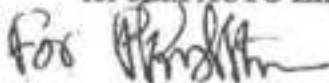
Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 88, Nehru Place, New Delhi - 110019,  
Tel : 011-25427104-06 Fax: 011-25427100 CIN: L74899DL1998PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sannakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 100. Tel : 044 - 67201127, 67201136



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. POTNURI SAI PRAKASH  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. POTNURI SAI PRAKASH

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

For [Signature]

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-25427104-06 Fax: 011-25427100 CIN: L74899DL1998PLC083073

# JBM Auto Limited

Plot No. R98-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 844 - 87281127, 87281136



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. PULLETIKURTHI SAI KRISHNA  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PULLETIKURTHI SAI KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy  
P. Sai Krishna.  
16/08/21

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

# JBM Auto Limited

Plot No. RNS-1, Ransuk Hissen Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Briperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

17-880  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. PULLETIKURTHI SAI KRISHNA  
Gudlavalluru Engineering College  
Gudlavalluru.

Dear Mr. PULLETIKURTHI SAI KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

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Thanking you

for JBM AUTO LIMITED

For



N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy  
P. Sai Krishna.  
16/08/21

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073



## WELCOME TO WIPRO

28 February, 2022

Dear Ravi Vamsi

Welcome to Wipro limited and congratulations on your appointment

as **ADMINISTRATOR**

For . at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances and where delighted that we have chosen us. Your terms of appointment are elucidated in detail in the appointment letter. Please go through and confirm your acceptance by selecting "submit" on the offer form.

we have an introductory secession on your day of joining ,which will provide you with a brief overview of Wipro, it policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life-the Sprit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. looking forward to a long term relationship and wishing you all the success at Wipro.

**Mr/Mrs/Ms SK. Mohammed Ibraheem Naseer**

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr. GIS Engineer.

Your appointment will be effective from 8<sup>th</sup> August 2021.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)





## WELCOME TO WIPRO

28 February, 2022

Dear **Shaik Rasul**,

Welcome to Wipro Limited and congratulations on your appointment as **ADMINISTRATOR**.

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are elucidated in detail in the Appointment Letter. Please go through and confirm your acceptance by selecting "Submit" on the offer form.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life - the Spirit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long-term relationship and wishing you all the success at Wipro.

Best regards,  
For Wipro Limited.

A handwritten signature in dark ink, appearing to read 'Vishwas', with a horizontal line underneath it.

Vishwas Deep  
Global Talent Acquisition Head

(We would like to emphasize that the offer of appointment is subject to completion of your reference check.)

In case you need any clarifications regarding your job, salary, or any policy, please contact  
**NISHA SHARMA** At [nisha.sharma10@wipro.com](mailto:nisha.sharma10@wipro.com).

## APPOINTMENT LETTER

28 February, 2022

Dear **Shaik Rasul**,

It is our pleasure to appoint you as **ADMINISTRATOR** in Wipro Limited ("Company") at **IN-TG-Hyderabad**, in **Project Stream** or in any such capacity as the management shall from time to time determine. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. APPOINTMENT

1. The date of appointment is effective from the date of joining which is **2 March, 2022**, unless otherwise communicated in writing by the Company.
2. You will join as a confirmed employee.
3. The retirement age is 58 years.
4. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
5. 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.
6. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

## 2. COMPENSATION

You will be eligible for:

1. Compensation and benefits in accordance with **Annexure I\_Salary Offer Sheet**.
2. Variable Pay - The details of this component are listed in **Annexure III**. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
3. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
4. Your salary will be reviewed periodically as per Company policy.
5. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

## 3. OTHER BENEFITS

You will also be eligible for:

1. Leave, holidays and working hours as applicable to your stream and location of posting.
2. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
3. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
4. Leave Travel Assistance (LTA) as per the Company's policy.
5. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band and stream.
6. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
7. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**.

## 4. RESPONSIBILITIES

1. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

Best regards,  
For Wipro Limited.



Vishwas Deep  
Global Talent Acquisition Head

By selecting the "Submit" on the offer form, I hereby expressly confirm that I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on **2 March, 2022**.

**Name:** Shaik Rasul

**Signature:** E-Signature Signature

**Date:** E-Signature Date

**Place:** IN-TG-Hyderabad

## ANNEXURE - I

### SALARY OFFER SHEET

**Name:** Shaik Rasul

**Location:** IN-TG-Hyderabad

**Position:** ADMINISTRATOR

**Career Group:** A3

**Career Stream:** Project Stream

Annual Gross Salary Offered by Wipro: **Rs. 400000**

You shall receive salary as detailed below.

Components	Figures (in INR PER ANNUM)
BASIC	160000
HOUSE RENT ALLOWANCE	80000
BONUS	32004
WIPRO BENEFITS PLAN	70696
ADDITIONAL ALLOWANCE	69954
PROVIDENT FUND (EMPLOYER CONTRIBUTION)	21600
GRATUITY	8496
HEALTH BENEFIT (NOTIONAL AMOUNT)	7200
ESI (EMPLOYER CONTRIBUTION)	
VARIABLE PAY	20004
<b>TARGET COST TO COMPANY (PER ANNUM)</b>	<b>400000</b>

\*Notional sum indicating contribution of 5.31% of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

\*Please note that your compensation is personal to you and you are requested not to share details of the same with others.

Please note that the above stack is applicable for all Indian passport holders. In case you are non Indian passport holder, request you to immediately declare the same to the hiring

# JBM Auto Limited

Plot No. RM-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 106. Tel : 844 - 67201127, 67201126

17-394  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. SHAIK RAFI  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SHAIK RAFI

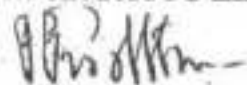
Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110018,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74309DL1996PLC083073

# JBM Auto Limited

Plot No. RMS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennaisuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 106. Tel : 044 - 67201127, 67201126



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. SHAIK RAFI  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SHAIK RAFI

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

*For N.S. Bhagyaraj*  
N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110018,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073



12-396

**Offer Letter**

Dear Mr.

S. M. R. Krishna Gmesh

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

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- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

We Received the Original's

S. G. Ramesh

11/8/21

**Resolute Star Private Limited**

Factory Address: Building - 2, Plot.No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, Fab City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

12-396



Dear Mr. S.M.R. Krishna Ganesha Offer Letter

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- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!!

For Resolute Star Private Limited,

Ramesh KP.

We Received the Original's  
Singh  
11/8/21

## Resolute Star Private Limited

Factory Address: Building - 2, Plot.No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

12-396

Offer Letter

Dear Mr.

S. M. R. Krishna Gmash

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- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!!

For Resolute Star Private Limited,



Ramesh KP.

*We Received the Original's*  
*Ramesh*  
*11/8/21*

## Resolute Star Private Limited

Factory Address: Building - 2, Plot.No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 87201127, 87201136

17-936  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To

Mr. SUNKARA MOHAN RAMA KRISHNA GANESH  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SUNKARA MOHAN RAMA KRISHNA GANESH

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

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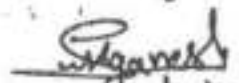
Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy

  
13/8/21

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

# JBM Auto Limited

Plot No. RRS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-605 109. Tel : 044 - 87201127, 87201138

17-936  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To

Mr. SUNKARA MOHAN RAMA KRISHNA GANESH  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SUNKARA MOHAN RAMA KRISHNA GANESH

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

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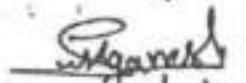
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For 

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy

  
13/8/21

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74809DL1999PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 106. Tel : 044 - 87291127, 87291136

14-936  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To

Mr. SUNKARA MOHAN RAMA KRISHNA GANESH  
Gudlavalleru Engineering College  
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Dear Mr. SUNKARA MOHAN RAMA KRISHNA GANESH

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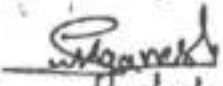
Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy

  
23/8/21

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1998PLC083573

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SPCOT Industrial Growth Center, Sennakuppam Village,  
Serperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 199. Tel : 844 - 67201127, 67201136

17-397  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. SUNKARA PAVAN KUMAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SUNKARA PAVAN KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427194-06 Fax: 011-26427100 CIN: L74899DL1998PLC083073

# JBM Auto Limited

Plot No. RM-1, Rasooli Massan Supplier's Park, BPOOT Industrial Growth Center, Servaluppan Village,  
Sripurambudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 87201127, 87201130

17-397  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

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Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SUNKARA PAVAN KUMAR

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

For   
N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073



17-398



Date: 29<sup>th</sup> of April 2021  
Name: TADEPALLI SAI ANEESH  
Roll Number: 17481A0398

Sub: Letter of Intent

Dear TADEPALLI SAI ANEESH

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



Date: 29<sup>th</sup> of April 2021  
Name: TADEPALLI SAI ANEESH  
Roll Number: 17481A0398

Sub: Letter of Intent

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We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



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Authorized Signatory  
Human Resources Department

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Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



17-399

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213819920/Lucknow**  
**Date: 14/01/2022**

Mr. Manoah Daniel Talari  
B-201Pamaru,  
Near Gowtham School,  
Gudivada-521301,  
Andhra Pradesh.  
Tel# -

Dear Manoah Daniel Talari,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20213819920**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





17-399

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**Ref: TCSL/CT20213819920/Lucknow**  
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**TCSL/CT20213819920**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India  
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Semsakuppam Village,  
Selpurambudur Taluk, Kancheepuram Dist, Tamilnadu-603 109, Tel : 944 - 67201127, 67201136

17-310  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. THOTA TEJA RAKESH KUMAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. THOTA TEJA RAKESH KUMAR

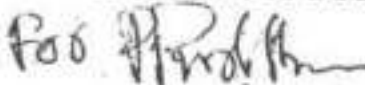
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Thanking you

for JBM AUTO LIMITED



N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-05 Fax: 011-26427100 CIN: L74899DL1998PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SPCOT Industrial Growth Center, Sennakuppam Village,  
Seyyambudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 944 - 87291127, 87291138

17-310  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

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Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. THOTA TEJA RAKESH KUMAR

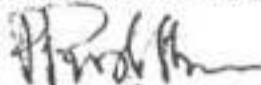
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for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC003073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, BIPCOT Industrial Growth Center, Sennakuppam Village,  
Sripurambudur Taluk, Kancheepuram Dist, Tamilnadu-603 199. Tel : 844 - 87281127, 87201136

17-3A2  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. TUMMALA SUJITH KUMAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. TUMMALA SUJITH KUMAR

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

for 

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copie

16/08/21

T. Sujith kumar.

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: LT4899DL1996PLC083073



# JBM Auto Limited

PLOT No. RKS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Bdperambudur Taluk, Kancheepuram Dist, Tamilnadu-603 100. Tel : 044 - 87201137, 87201136

17-3A2  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. TUMMALA SUJITH KUMAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. TUMMALA SUJITH KUMAR

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Thanking you

for JBM AUTO LIMITED

for 

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copie

16/08/21

T. Sujith Kumar.

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Siparumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 67291127, 67291130



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. UPPALA REVANTH SAI  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. UPPALA REVANTH SAI

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj  
Dy. Manager P&A

received original copy.

U. Revanth Sai  
16-08-2021

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

# JBM Auto Limited

PLOT No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 102. Tel : 044 - 67201127, 67201136



No: JBMA/ORG/HR/

Date: 12.08.2021

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Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. UPPALA REVANTH SAI

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Thanking you

for JBM AUTO LIMITED

For

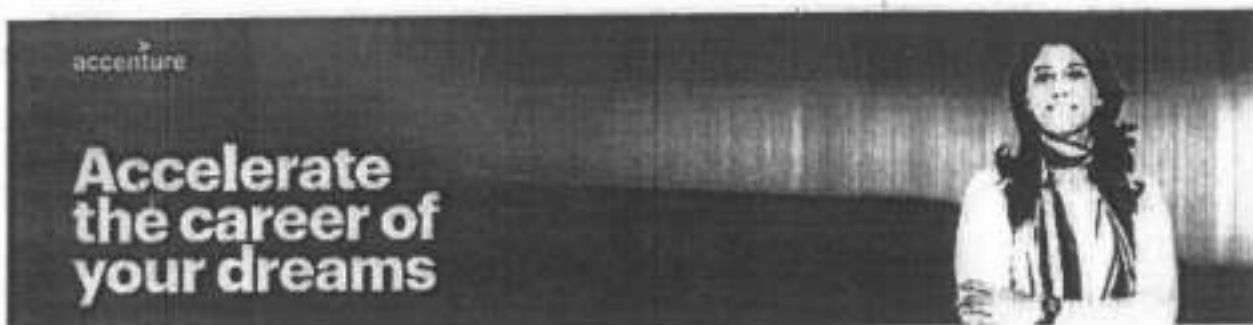
N.S. Bhagyaraj  
Dy. Manager P&A

received original copy.

U. Revanth Sai  
16-08-2021

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073



To,

Name : Vivek Uppala

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Vivek Uppala,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental

17-3A5



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**Infosys Limited | Virtual Onboarding Survey**

1 message

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Infosys Limited <offers@infosys.com>  
To: vivekuppala1812@gmail.com <vivekuppala1812@gmail.com>

Fri, 9 Jul, 2021 at 7:03 PM

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click [here](#) to update your details at the earliest.

Please note, It is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sripersambudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 87201122, 87201138



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. PAVAN KUMAR VALLURU  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PAVAN KUMAR VALLURU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 Cdn: L74899DL1998PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 105. Tel : 044 - 67291127, 67291130



No: JBMA5/ORG/HR/

Date: 12.08.2021

To  
Mr. PAVAN KUMAR VALLURU  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PAVAN KUMAR VALLURU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers , 89, Nehru Place , New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: LT4095DL1996PLC063073

**Mr/Mrs/Ms Vampugani Sumanth**

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr. GIS Engineer.

Your appointment will be effective from 24<sup>th</sup> January 2022.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)



# BSA Corporation Limited BSA

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## Offer Letter

Date : 12/08/2021

To,

**Ms. VATRAPU KOMALI**  
Gudlavaluru Engineering College  
Gudlavaluru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

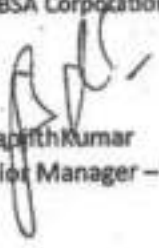
On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

*Received original copies*  
*V. Komali*

Thanks,

For BSA Corporation Limited,

  
B Rapiith Kumar  
Senior Manager – HR operations

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## BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

# BSA Corporation Limited **BSA**

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## Offer Letter

Date : 12/08/2021

To,

**Ms. VATRAPU KOMALI**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

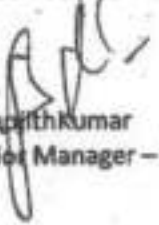
Mr.Saravanan : 96003 87972

*Received original copies*

*V. Komali*

Thanks,

For BSA Corporation Limited,

  
B Raghav Kumar  
Senior Manager – HR operations

---

## **BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

17-3 B2

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Siparambudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67291127, 67291136



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. VEERANKI KONDA BABU  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. VEERANKI KONDA BABU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj  
Dy. Manager P&A

Received Signed copy  
V. Konda babu  
24/8/21

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110018,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC063073

17-3132

# JBM Auto Limited

Plot No. RMS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 108. Tel : 044 - 87201127, 87201136



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. VEERANKI KONDA BABU  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. VEERANKI KONDA BABU

Sub: Offer Letter

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Thanking you

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N.S. Bhagyaraj  
Dy. Manager P&A

Received Original copy  
V. Konda babu  
24/8/21

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1006PLC083073



22-Mar-2021

Dear John Babu Virivada,  
B.Tech/B.E., Mechanical Engineering  
Gudlavalluru Engineering College, Gudlavalluru

Candidate ID – 15017372

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Analyst Trainee

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in Compensation and Benefits. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in Employment Agreement. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



22-Mar-2021

Dear John Babu Virivada,  
B.Tech/B.E., Mechanical Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017372

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Analyst Trainee

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Your appointment will be governed by the terms and conditions of employment as presented in Employment Agreement. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfilment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 80% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

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**3.1 Cognizant Internship:**

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

**3.2 Continuous Skill Development (CSD) Program:**

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

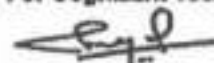
**3.3 GenC Training Post joining:**

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,  
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar  
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

# JBM Auto Limited

PLOT No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennasippan Village,  
Srperambudur Taluk, Kancheepuram Dist, Tamilnadu-603 106. Tel : 944 - 67201127, 67201136



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. PAVAN KUMAR K  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PAVAN KUMAR K

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED



N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC063073



# JBM Auto Limited

Plot No. RNS-1, Ranasth Mission Supplier's Park, SIPCOT Industrial Growth Center, Sannakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 106. Tel : 044 - 87281127, 87281136



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. PAVAN KUMAR.K  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. PAVAN KUMAR. K

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED



N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-25427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

July 27, 2021  
Mr. Gattu Venkata Rajasekhar  
Candidate ID: 1002188530  
Badinenipalli, Komarolu Mandal,  
Prakasam Dist- 523373.

Dear Gattu Venkata Rajasekhar,

SUB: LETTER OF INTENT TO HIRE

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **System Engineer** in Job Level 3 with the company. Your DOJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by for man employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation/ post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes performance incentives and will be **INR 36000** per annum. The complete breakdown of the compensation and increment will be provided in the letter of appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you all the best regarding your new career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**

**EVP and Head Human Resources-Infosys Limited**



## Offer Letter

Name: Beryl Samudralu Kolluri

Date: Thursday, September 30, 2021

Dear Mr. Beryl Samudralu Kolluri,

We are glad to inform you that you have been selected for the position of Business Development Trainee - Sales in our organization with the Business Development Team for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Shalk Heera Jaan Basha (TNL201608051)
Reporting Time:	9:30 AM
Joining Location:	Byjus Vizag - Door No : 46-11-16, 4TH FLOOR, Grand Palace Building, Near ANR Shopping mall, Beside HOTEL SAROVAR, Visakhapatnam, Andhra Pradesh 530016
OJT Training Location:	Byjus - Vijayawada
Role Location:	Vijayawada

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than Tuesday, October 5, 2021. Your work location after conversion to the role of Business Development Associate would be Vijayawada or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

**6. Offer of Permanent Position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

**7. Cost to the Company:** Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

**8. Deductions:** The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

**9. Expense Reimbursement:** In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

**10. Company Policies:** You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

**11. Leaves:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

**12. Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2\* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

**13. Termination:** Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period,

the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

**14. Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

**15. Intellectual Property Rights:** All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

**16. Indemnity:** You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

**17. General Provisions:**

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

*This is system generated offer letter and does not require authorized signature.*

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Seneekuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. TUNDURU SUBBA RAJU  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. TUNDURU SUBBA RAJU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For *N.S. Bhagyaraj*

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 Cdn: L74899DL1996PLC083073

# JBM Auto Limited

Plot No. JNS-1, Renault Masson Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sripervudur Taluk, Kanchipuram Dist, Tamilnadu-603 106. Tel : 044 - 67201127, 67201136

17-300  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. TUNDURU SUBBA RAJU  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. TUNDURU SUBBA RAJU

Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hamkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 Ctn: L74899DL1996PLC083073





Dear Mr. S. Jaya Krishna <sup>Offer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received original

S. Jaya Krishna

11/08/21

---

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

12-301



Dear Mr. S. Jaya Krishna <sup>Offer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

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- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh KP.

Received original

S. Jaya Krishna

11/08/21

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.

# JBM Auto Limited

PLOT No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchi District, Tamil Nadu-603 109. Tel : 844 - 67201127, 67201136



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. SADINENI JAYA KRISHNA  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SADINENI JAYA KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj  
Dy. Manager P&A

Received original

S. Joye Krishna

12/08/21

17481A03D1

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427164-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

Date: 11-Sept-21

**OFFER OF EMPLOYMENT**

Sai Krishna Sathwik Kolapalli  
H.no - 7-101, Kunapareddy Nagar,  
Krishna, Andhra Pradesh

Dear Sai Krishna

Avineon's vision is to be one of the premier company, distinctive and successful in everything we do. Our primary goal is to exceed our customer expectation by delivering competitive, quality products and services on time every time. This is an aggressive goal, which can only be attained by recruiting and developing a talented work force. Avineon wants individuals, who bring a diverse perspective to our business challenges and objectives and yet share our goal of growth and customer focus, team work and diversity, intelligent and risk taking and quality excellence.

Further to your recent interview and interaction with Avineon, we are delighted to extend this offer of employment to you.

**Offered Details:**

Designation	: Trainee Associate - Geospatial Services
Division	: Geospatial Services
Date of Joining	: 13 September 2021
Notice period for separation	: 30 Days
Base Location	: Hyderabad
CTC	: Rs.1,92,000/- (Rupees One Lakh & Ninety Two Thousand Only)
Other T & C	: Ten Months of Service Agreement Amounting Twenty Five Thousand From DOJ

This offer is conditional on (i). satisfactory reference checks on qualifications and the accuracy of the employment history provided by you; (ii). the acceptance of the terms and conditions of your assignment as set forth below include the attachments that are incorporated by reference "Offer Letter". The term company shall refer to the Avineon India Private Limited its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.

The details of your compensation package is provided in **Annexure A**. Please review the same and reply with your acceptance at the earliest. This offer is valid till **11 September 2021**, hence you are required to send us your acceptance on or before above said date.

- Please report at 09.30 am on the day of your joining.
- You are required to work in shifts as per requirements and company policy.
- Every 1<sup>st</sup> and 3<sup>rd</sup> Saturday of the month is a working day as per company policy.
- The draft of general terms and conditions of your employment is annexed here with **(Annexure B)**. Please review and acknowledge the same.
- Please carry all original documents at the time of joining along with the copies of the same as per the list given below.

  
Avineon India Private Limited

Cyber Gateway, Block 'A' 1st Floor, HITEC City, Madhapur, Hyderabad, Telangana, India - 500 081  
Tel: +91-40-4666 2452. Fax: +91-40-6668 7399 CIN: U72100TD1998PTC029548  
www.avineon.com | www.avineonlab.com

**Annexure A**  
**Your Compensation Structure**

Salary Components	Monthly (Rs)	Annual (Rs)	Taxable Status
Basic	6400	76800	Fully Taxable
HRA	2560	30720	Exempt based on rental receipts
Children Education Allowance	1000	12000	Exempt up to 2 children
Special Pay	2589	31068	Fully Taxable
Conveyance	1600	19200	Totally Exempt
<b>Reimbursements</b>			
Conveyance(monthly)	-	-	Exempt on submission of bills
Telephone charges (monthly)	0	0	Exempt on submission of bills
Food Coupons	0	0	Exempt Minimum 1650 & Maximum 2400
LTA (Annual)	0	0	Exempt for 2yrs in the block of 4 years on submission of bills
Car Lease	-	-	Perquisite Tax will be applied
Driver Salary	-	-	Exempt on submission of bills
<b>Employer Contributions</b>			
Provident Fund	1391	16692	
ESI	460	5520	
<b>Total Cost to the Company</b>	<b>16000</b>	<b>192000</b>	

- ✓ Group personal accident insurance to the extent of Rs. 10,00,000/-
- ✓ Life insurance coverage (EDLI) for Rs. 7,02,000/-
- ✓ All statutory deductions (PF, ESI & Prof Tax) are part of your CTC.
- ✓ Gratuity as per norms.

Yours Sincerely,  
For AVINEON INDIA PVT. LTD.

*G.S.V.V. PRASAD*  
G.S.V.V. PRASAD  
ASST. GENERAL MANAGER-HR



List of documents to be submitted at the time of joining:

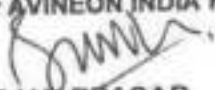
- 1) Originals as well as Photocopies of all Educational certificates as mentioned in your CV (Including SSLC, Diploma / Intermediate, Graduation, Post-Graduation). Originals are mandatory for verification purpose only.
- 2) Four (4) copies of your latest passport size colour photographs.
- 3) Originals and Photo copy of below Govt issued ID proofs supporting your identity. Originals are mandatory for verification purpose only.
  - a) Aadhaar – **Mandatory**
  - b) PAN Card (2 copies) – **Mandatory**
  - c) Passport – Optional d) Driving License – Optional e) Voter ID Card – Optional

In case you do not have Aadhaar & Pan card you will be required to apply for the same and carry it on the day of joining. In case you do not have the same, you will be required to obtain the same within 4 weeks post joining else your salary processing is likely to be impacted. In case your application for mandatory documents is under process then you need to submit a proof (receipt) that you have applied for the same and you will be required to submit the same as soon as you receive the same.
- 4) If you are covered under ESI then Post card size photograph of your family (Parents, Spouse and children) for ESI E-Pehchan card.
- 5) Bank Statement for the last three months supporting your salary credits (**Not applicable for trainees**).
- 6) Copies of pay slips for last 3 months or salary certificate from your current employer (**Not applicable for trainees**).
- 7) Photo copies of relieving & experience letters of all your previous Employers (**Not applicable for trainees**).
- 8) Printout of UAN card or UAN number **Mandatory** (**Not applicable in case of first-time employment**).
- 9) ESI E-Pehchan card or ESI Number – (**Mandatory if already covered under ESI in earlier organization**).
- 10) Original and copies of your relieving letter or resignation acceptance letter from your previous employers – **Mandatory**. In case you do not have the same on date of joining you will be required to submit screen shot of your resignation raised / Copy of resignation acceptance with acknowledgement from your reporting manager / HR of previous organization. You will be required to submit relieving letter within 45 days post joining else your salary processing and employment with organization is likely to be impacted.
- 11) This offer has been made to you, based on the information furnished by you. However, if there is any discrepancy found in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to terminate your services without notice or payment in lieu of the notice. Also you need to submit all pending documents as requested by Company within 15 working days from your date of joining.
- 12) Please do remember to take at least one COVID vaccination before joining. This is mandatory in case Management decides to call you to office for work.
- 13) The initial project will be done from office till the time COVID situation improves. Management reserves right to open office and with short notice and ask you to come to office.

We look forward to welcoming you at Avineon on the above-said date.

Yours Sincerely,

For AVINEON INDIA PVT. LTD.

  
**G.S.V.V. PRASAD**  
**ASST. GENERAL MANAGER-HR**

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 199. Tel : 044 - 67201127; 67201136

17-302  
**JBM** Group 

No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. KOLAPALLI SAI KRISHNA SATHWIK  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. KOLAPALLI SAI KRISHNA SATHWIK

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

*For N.S. Bhagyaraj*

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel: 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC063073

# JBM Auto Limited

PLOT No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Bennakuppam Village,  
Sipenzambur Taluk, Kanchipuram Dist, Tamilnadu-603 108. Tel : 044 - 87291127, 87291136

17-302  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. KOLAPALLI SAI KRISHNA SATHWIK  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. KOLAPALLI SAI KRISHNA SATHWIK

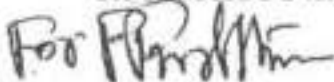
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Thanking you

for JBM AUTO LIMITED



N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110018,  
Tel : 011-26427104-08 Fax: 011-26427100 CIN: L74899DL1996PLC083073



# JBM Auto Limited

Plot No. RMB-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-605 109. Tel : 944 - 67291127, 67291136



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. GANJI PAVAN KUMAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. GANJI PAVAN KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

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Thanking you

for JBM AUTO LIMITED

For *N.S. Bhagyaraj*

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy

G. Pavan k  
13/8/2021

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1998PLC083073

# JBM Auto Limited

Plot No. RRS-1, Ransak Nisan Supplier's Park, SPCOT Industrial Growth Center, Sennakuppam Village,  
Briperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 105. Tel : 044 - 87201127, 87201136

17-3 DS  
**JBM** Group 

No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. GANJI PAVAN KUMAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. GANJI PAVAN KUMAR

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Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

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Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Received original copy  
G. Pavan k  
13/8/2021

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-25427104-06 Fax: 011-25427100 CIN: L74899DL1996PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, BEPCOT Industrial Growth Center, Bernalappam Village,  
Gripurumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 87201127, 87201136



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. DHULUPUDI RAVI CHANDRA  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. DHULUPUDI RAVI CHANDRA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

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Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 801, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

# JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 109. Tel : 044 - 87201127, 87201136



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. DHULUPUDI RAVI CHANDRA  
Gudlavalleru Engineering College  
Gudlavalleru.

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Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhagyaraj  
Dy. Manager P&A

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427109 CIN: L74899DL1996PLC083073

AUGUST 26, 2021  
Mr. Settipalli Naga Raju  
Candidate ID: 1002133640  
D.NO.3-86,  
Mallela, Tiruvuru Mandal,  
Krishna Dist.

Dear Settipalli Naga Raju,

SUB: LETTER OF INTENT TO HIRE

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our in turn to make you an offer for the position of **System Engineer** in Job Level 3 with the company. Your DOJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be super seeded by for man employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joing etc.

Please be advised that our office to you will be conditional up on you having successfully completed your graduation/ post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the company. You are required to submit all marks sheets and other relevant documents(if any), on the day you join the company. Further, you should have been declared as passed by the relevant examination authority. please note that the determination of the adequacy or authenticity of all are any of the proofs and any condoning delay in submission of the same will be at the Companies absolute and sold description.

Should you meet the conditions of employment, your **Total Gross Salary** includes a performance incentives and will be **INR36000** per annum. The complete breakdown of the compensation and increment will be provided in the letter of appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you at the company. should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you along, regarding and fulfilling carrier and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**

**EVP and Head Human Resources-Infosys Limited**



173E2.

**Offer: Computer consultancy**  
**Ref: TCS/CT20203487956/Hyderabad**  
**Date:26/07/2021**

Mr.Gopiseti Ravindra Saradhi  
D.No. 1-111A,Meduru  
Gampalagudem Mandal,  
Krishna Dist,  
Tel# 91- 6303464289

Dear Gopiseti Ravindra Saradhi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/CT20203487956**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Deccan park, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Narayan Point, Madurai 625 021

# JBM Auto Limited

Plot No. R515-1, Renault Nissan Supplier's Park, DPOT Industrial Growth Center, Sennakuppam Village,  
Srperumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 100. Tel : 044 - 67201127, 67201135



No: JBMA/ORG/HR/

Date: 12.08.2021

To  
Mr. SANE ANANTHA BHASKAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SANE ANANTHA BHASKAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

*N.S. Bhagyaraj*

N.S. Bhagyaraj  
Dy. Manager P&A

*Received. original copy  
S.A. Bhaskar  
13/08/2021*

Registered Office

# 601, Hemkunt Chambers, 88, Nehru Place, New Delhi - 110019,  
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC053073

# JBM Auto Limited

PLOT No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,  
Siprumbudur Taluk, Kanchipuram Dist, Tamilnadu-603 100. Tel : 044 - 87201127, 87201138



No: JBMAS/ORG/HR/

Date: 12.08.2021

To  
Mr. SANE ANANTHA BHASKAR  
Gudlavalleru Engineering College  
Gudlavalleru.

Dear Mr. SANE ANANTHA BHASKAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj  
Dy. Manager P&A

Received. original copy  
S.A. Bhagyaraj  
13/08/2021

Registered Office

# 601, Hemkunt Chambers, 89, Nehru Place, New Delhi - 110018,  
Tel : 011-28427104-05 Fax: 011-25427100 CIN: L74899DL1996PLC083073



**BSA Corporation Limited** **BSA**

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**Offer Letter**

Date : 12/08/2021

To,

**Mr. TAMMANA MURALI SAI SAMBA SIVA KUMAR**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



**B Raveeth Kumar**  
Senior Manager – HR operations

---

**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

**BSA Corporation Limited** **BSA**

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**Offer Letter**

Date : 12/08/2021

To,

**Mr. TAMMANA MURALI SAI SAMBA SIVA KUMAR**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



**B Raveeth Kumar**  
Senior Manager – HR operations

---

**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

# BSA Corporation Limited **BSA**

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## Offer Letter

Date : 12/08/2021

To,

**Mr. TAMMANA MURALI SAI SAMBA SIVA KUMAR**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Raghav Kumar  
Senior Manager – HR operations

---

## **BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

September 18, 2021  
Mr. Bodigadda Satish Kumar  
Candidate ID: 1002133530  
D.NO.44-14/4-64/5, Madhura Nagar,  
Gunadala, vijayawada,  
Krishna Dist-520 004.

Dear Bodigadda Satish Kumar,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our in turn to make you an offer for the position of **System Engineer** in Job Level 3 with the company. Your DOJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be super seeded by for man employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional up on you having successfully completed your graduation/ post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the company. Further, you should have been declared as passed by the relevant examination authority. please note that the determination of the adequacy or authenticity of all are any of the proofs and any condoning delay in submission of the same will be at the Companies absolute and sold description.

Should you meet the conditions of employment, your **Total Gross Salary** includes performance incentives and will be **INR 36000** per annum. The complete breakdown of the compensation and increment will be provided in the letter of appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you at the company. should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you along, regarding and fulfilling carrier and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**

**EVP and Head Human Resources-Infosys Limited**



Offer: Computer consultancy  
Ref: TCS/CT20213476159/Hyderabad  
Date: 21/09/2021

Mr. Gandreddi Appala Raju  
Nandhavarapuvanipalem,  
Chintagatla Post, Pendurthi Mandal,  
Vishakapatnam.  
Tel# 91-7780665345

Dear Gandreddi Appala Raju,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- I provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions).

TCS Confidential  
TCSL/CT20213476159

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Gecorepark, No 1 Software Units Layout, Madhyast, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



18-3-2021

SCOT PD Management/For any further details regarding drive visit us at

**BYJU'S CAMPUS 2021 DRIVE RESULT (SSS) - Gudlavalluru Engineering College**

Byju's Campus 2021 Drive Result  
 For placement@byjus.com, mail id: 2021  
 12:00 AM 12:00 PM 12:00 PM 12:00 PM

Byju's Campus 2021 Drive Result

Hello,

Greetings from byjus.com

Published by the result for the SSS and campus drive held with Gudlavalluru Engineering College

A total of 2 students have been selected as SSS in The Learning App.

Please note that the information received by the candidates for getting selected with us by the application is subject to the final selection of the company. The final selection will be based on the company's requirements and the company's selection process.

Candidate Name	Roll No	College Name	Project
ENTRANCE TEST 1 CANDIDATE	Roll No. 123456789	Gudlavalluru Engineering College	Software Development
ENTRANCE TEST 2 CANDIDATE	Roll No. 123456789	Gudlavalluru Engineering College	Software Development

Please contact the company for the selection process. We are looking forward to getting them on-boarded as SSS in the company. In case of any further details, please ensure that the details are updated for byjus.

Please contact the company for the selection process. We are looking forward to getting them on-boarded as SSS in the company.

If information is not received by the company, please contact the company for the selection process. We are looking forward to getting them on-boarded as SSS in the company. In case of any further details, please ensure that the details are updated for byjus.

November 18, 2021

4810/UC02451046/11-22

M. Tanukula ingriaiah  
No.6-14B,  
Krishna  
Gm 2, village 531456  
India

18-11-2021

Ph: 99-5511452646

Dear Tanukula,

Congratulations! We are delighted to make you an offer as Systems Engineer Trainee and your role is Systems Engineer

Here are the terms and conditions of our offer:

#### Joining

Your scheduled date of employment with us will be 16-Dec-2021.

#### Location

Your location of training is HYDRABAD, India . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this agreement, "control" means possessing, directing or otherwise, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

#### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to you meeting the qualifying criteria till the end of the training and successful completion of the training.

Mr/Mrs/Ms. T.Naga Sri Varaha Yash Prasad

Thank you for your application and subsequent interview with us. We are pleased to inform you that you are have selection for the post of **Project Engineer**.

Your appointment will be effective from **01 January 2022**.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further to our common goals becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5000
HRA	Rs 2500
Conveyance allowance	Rs 500
DA	Rs 500
Medical Insurance	Rs 0
Life Insurance	Rs 0
Mobile Allowance	Rs 0
Other Allowance	Rs 0
Total	Rs 8500



Date: 22/01/2021

Shri Manepalli Pavan Satya Naga Sai Ram  
S/O Manepalli Brahmasi  
No. 7/438, Godugupeta,  
Mochilipatnam,  
Krishna DT-521001.

Trainee ID: N101554

Dear Manepalli Pavan Satya Naga Sai Ram

### NEEM Trainee Contract Letter

We are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be Thirty Six months with start date 22/01/2021 and end date 21/01/2024.
2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational (National Employability Enhancement Mission (NEEM)) Regulations 2017.
3. You shall be given on the job training with Sundram Fasteners Limited Autolec Division Plant IV, Gummidipoondi for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.
4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

# BSA Corporation Limited **BSA**

## Offer Letter

To:

Date: 12/08/2021

Mr. HANRPALEEPAVAN SATTYA NAGA SAI RADI  
Gudlavallera Engineering College  
Gudlavallera

Subject: Selection as On The Job Trainee

Dear Candidate,

Congratulations....!!

You have been selected in campus drive on 13<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr. Saravanan : 96000 87972

Thanks,

For BSA Corporation Limited,

  
S. Ravi Kumar  
Senior Manager - HR & Operations

### BSA Corporation Limited

Corporate Office: 18-20, SriSriwala Towers, 500th Main Road, Puzosai, Pune - 411012  
Tel: +91 20-27471597 Tel:fax +91 20-27474462 Email: [recruiting@bsagroup.in](mailto:recruiting@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

# BSA Corporation Limited

## Offer Letter

To,

Date: 12/08/2021

Mr. MANEPALLE PAVAN SATYA NAKA SAI RAM  
Gudlavallu Engineering College  
Gudlavallu.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations!!!

You have been selected in campus drive on 02<sup>nd</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed upon arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr. Sravan Kumar : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B. Rangiah Kumar  
Senior Manager - HR Operations

### BSA Corporation Limited

Corporate Office: 18-20, 90th Street Poramboor, Madhavai Road, Pimpri, Pune - 411018  
Tel.: +91 20-27474907 Telefax: +91 20-27474902 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

# BSA Corporation Limited



## Offer Letter

To:

Date: 12/08/2021

Mr. MANEPALLI PAVAN SAIYA NAGA SAI RANJ  
Gudlavalluru Engineering College  
Gudlavalluru

Subject: Selection as On The Job Trainee

Dear Candidate,

Congratulations!!!

You have been selected in campus drive on 13<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr. Saravanan : 96008.87501

Thanks,

for BSA Corporation Limited,

B. Ravi Kumar  
Senior Manager - HR operations

## BSA Corporation Limited

Corporate Office: 1B-26, Sukhdev Finance, Marwadi Road, Pimpri, Pune - 411013  
Tel: +91 20-27671957 Telex: 191 20 27474952 Email: [hr@bsa.in](mailto:hr@bsa.in) [bsa@bsa.in](mailto:bsa@bsa.in) [bsa@bsa.in](mailto:bsa@bsa.in)  
[www.bsagroup.in](http://www.bsagroup.in)

# JBM Auto Limited

Plot No. 1134, Industrial Area, Phase II, Gurgaon, Haryana 122001  
Tel: 0124-2345678 Fax: 0124-2345679 Email: hr@jbmauto.com



To: HR/ASST/ENGINEER

Date: 12.08.2021

To  
Mr. GUNTURI VINAY KUMAR  
Graduate Engineering College  
Gudlavallam

Dear Mr. GUNTURI VINAY KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED



N.A. Bhargava  
Dy. Manager P&A

Regd. Office: HR/ASST

1001, Hindustan Chamber, 13 Market Street, New Delhi - 110018  
Tel: 011-23456789 Fax: 011-23456789 E-Mail: hr@jbmauto.com

May 1965, 20 and 21 May 1966 to 1967, 20 May 1968 to 1969, 20 May 1970 to 1971, 20 May 1972 to 1973, 20 May 1974 to 1975, 20 May 1976 to 1977, 20 May 1978 to 1979, 20 May 1980 to 1981, 20 May 1982 to 1983, 20 May 1984 to 1985, 20 May 1986 to 1987, 20 May 1988 to 1989, 20 May 1990 to 1991, 20 May 1992 to 1993, 20 May 1994 to 1995, 20 May 1996 to 1997, 20 May 1998 to 1999, 20 May 2000 to 2001, 20 May 2002 to 2003, 20 May 2004 to 2005, 20 May 2006 to 2007, 20 May 2008 to 2009, 20 May 2010 to 2011, 20 May 2012 to 2013, 20 May 2014 to 2015, 20 May 2016 to 2017, 20 May 2018 to 2019, 20 May 2020 to 2021, 20 May 2022 to 2023, 20 May 2024 to 2025, 20 May 2026 to 2027, 20 May 2028 to 2029, 20 May 2030 to 2031, 20 May 2032 to 2033, 20 May 2034 to 2035, 20 May 2036 to 2037, 20 May 2038 to 2039, 20 May 2040 to 2041, 20 May 2042 to 2043, 20 May 2044 to 2045, 20 May 2046 to 2047, 20 May 2048 to 2049, 20 May 2050 to 2051, 20 May 2052 to 2053, 20 May 2054 to 2055, 20 May 2056 to 2057, 20 May 2058 to 2059, 20 May 2060 to 2061, 20 May 2062 to 2063, 20 May 2064 to 2065, 20 May 2066 to 2067, 20 May 2068 to 2069, 20 May 2070 to 2071, 20 May 2072 to 2073, 20 May 2074 to 2075, 20 May 2076 to 2077, 20 May 2078 to 2079, 20 May 2080 to 2081, 20 May 2082 to 2083, 20 May 2084 to 2085, 20 May 2086 to 2087, 20 May 2088 to 2089, 20 May 2090 to 2091, 20 May 2092 to 2093, 20 May 2094 to 2095, 20 May 2096 to 2097, 20 May 2098 to 2099, 20 May 2100 to 2101, 20 May 2102 to 2103, 20 May 2104 to 2105, 20 May 2106 to 2107, 20 May 2108 to 2109, 20 May 2110 to 2111, 20 May 2112 to 2113, 20 May 2114 to 2115, 20 May 2116 to 2117, 20 May 2118 to 2119, 20 May 2120 to 2121, 20 May 2122 to 2123, 20 May 2124 to 2125, 20 May 2126 to 2127, 20 May 2128 to 2129, 20 May 2130 to 2131, 20 May 2132 to 2133, 20 May 2134 to 2135, 20 May 2136 to 2137, 20 May 2138 to 2139, 20 May 2140 to 2141, 20 May 2142 to 2143, 20 May 2144 to 2145, 20 May 2146 to 2147, 20 May 2148 to 2149, 20 May 2150 to 2151, 20 May 2152 to 2153, 20 May 2154 to 2155, 20 May 2156 to 2157, 20 May 2158 to 2159, 20 May 2160 to 2161, 20 May 2162 to 2163, 20 May 2164 to 2165, 20 May 2166 to 2167, 20 May 2168 to 2169, 20 May 2170 to 2171, 20 May 2172 to 2173, 20 May 2174 to 2175, 20 May 2176 to 2177, 20 May 2178 to 2179, 20 May 2180 to 2181, 20 May 2182 to 2183, 20 May 2184 to 2185, 20 May 2186 to 2187, 20 May 2188 to 2189, 20 May 2190 to 2191, 20 May 2192 to 2193, 20 May 2194 to 2195, 20 May 2196 to 2197, 20 May 2198 to 2199, 20 May 2200 to 2201, 20 May 2202 to 2203, 20 May 2204 to 2205, 20 May 2206 to 2207, 20 May 2208 to 2209, 20 May 2210 to 2211, 20 May 2212 to 2213, 20 May 2214 to 2215, 20 May 2216 to 2217, 20 May 2218 to 2219, 20 May 2220 to 2221, 20 May 2222 to 2223, 20 May 2224 to 2225, 20 May 2226 to 2227, 20 May 2228 to 2229, 20 May 2230 to 2231, 20 May 2232 to 2233, 20 May 2234 to 2235, 20 May 2236 to 2237, 20 May 2238 to 2239, 20 May 2240 to 2241, 20 May 2242 to 2243, 20 May 2244 to 2245, 20 May 2246 to 2247, 20 May 2248 to 2249, 20 May 2250 to 2251, 20 May 2252 to 2253, 20 May 2254 to 2255, 20 May 2256 to 2257, 20 May 2258 to 2259, 20 May 2260 to 2261, 20 May 2262 to 2263, 20 May 2264 to 2265, 20 May 2266 to 2267, 20 May 2268 to 2269, 20 May 2270 to 2271, 20 May 2272 to 2273, 20 May 2274 to 2275, 20 May 2276 to 2277, 20 May 2278 to 2279, 20 May 2280 to 2281, 20 May 2282 to 2283, 20 May 2284 to 2285, 20 May 2286 to 2287, 20 May 2288 to 2289, 20 May 2290 to 2291, 20 May 2292 to 2293, 20 May 2294 to 2295, 20 May 2296 to 2297, 20 May 2298 to 2299, 20 May 2300 to 2301, 20 May 2302 to 2303, 20 May 2304 to 2305, 20 May 2306 to 2307, 20 May 2308 to 2309, 20 May 2310 to 2311, 20 May 2312 to 2313, 20 May 2314 to 2315, 20 May 2316 to 2317, 20 May 2318 to 2319, 20 May 2320 to 2321, 20 May 2322 to 2323, 20 May 2324 to 2325, 20 May 2326 to 2327, 20 May 2328 to 2329, 20 May 2330 to 2331, 20 May 2332 to 2333, 20 May 2334 to 2335, 20 May 2336 to 2337, 20 May 2338 to 2339, 20 May 2340 to 2341, 20 May 2342 to 2343, 20 May 2344 to 2345, 20 May 2346 to 2347, 20 May 2348 to 2349, 20 May 2350 to 2351, 20 May 2352 to 2353, 20 May 2354 to 2355, 20 May 2356 to 2357, 20 May 2358 to 2359, 20 May 2360 to 2361, 20 May 2362 to 2363, 20 May 2364 to 2365, 20 May 2366 to 2367, 20 May 2368 to 2369, 20 May 2370 to 2371, 20 May 2372 to 2373, 20 May 2374 to 2375, 20 May 2376 to 2377, 20 May 2378 to 2379, 20 May 2380 to 2381, 20 May 2382 to 2383, 20 May 2384 to 2385, 20 May 2386 to 2387, 20 May 2388 to 2389, 20 May 2390 to 2391, 20 May 2392 to 2393, 20 May 2394 to 2395, 20 May 2396 to 2397, 20 May 2398 to 2399, 20 May 2400 to 2401, 20 May 2402 to 2403, 20 May 2404 to 2405, 20 May 2406 to 2407, 20 May 2408 to 2409, 20 May 2410 to 2411, 20 May 2412 to 2413, 20 May 2414 to 2415, 20 May 2416 to 2417, 20 May 2418 to 2419, 20 May 2420 to 2421, 20 May 2422 to 2423, 20 May 2424 to 2425, 20 May 2426 to 2427, 20 May 2428 to 2429, 20 May 2430 to 2431, 20 May 2432 to 2433, 20 May 2434 to 2435, 20 May 2436 to 2437, 20 May 2438 to 2439, 20 May 2440 to 2441, 20 May 2442 to 2443, 20 May 2444 to 2445, 20 May 2446 to 2447, 20 May 2448 to 2449, 20 May 2450 to 2451, 20 May 2452 to 2453, 20 May 2454 to 2455, 20 May 2456 to 2457, 20 May 2458 to 2459, 20 May 2460 to 2461, 20 May 2462 to 2463, 20 May 2464 to 2465, 20 May 2466 to 2467, 20 May 2468 to 2469, 20 May 2470 to 2471, 20 May 2472 to 2473, 20 May 2474 to 2475, 20





Ref: TCSL/DT20218531686/1687873/Chennai  
Date: 15 December 2021

MR. VENKAT SAI DURGA GARAPATI  
B271 Near Bussand, Dommara,  
Hanuman Statue, Kovvur,  
Andhra Pradesh 524390.  
Tel: 019412864942

## Sub: Joining Letter

Dear Mr. Venkat Sai Durga Ganapati,

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

We are pleased to inform you that your joining date at TCSL will be **29th December 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, you will not be required to physically report at the TCS offices on the date of your joining.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

### 14.250 and 14.251

TATA CONSULTANCY SERVICES

**Can Canine Cough Syrup Be Used**

[illegible]

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## TCS Experience Program

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

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

The duration of your TCS Xpense Program is based on your performance in TCS Xpense program and business requirements.

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

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the "Accept" button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.





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,

Janardhan S  
Global Head - Talent Development



Click here or use a QR code scanner from your mobile to validate the joining form.

Date: 22/01/2021

Shri. Pamarthi Eswar Venka Venkata Murli Shankar  
5-2 Panwarthi, Ganga Chitra Road  
Atr 1-24, Ponnemagudem,  
Huzurda,  
Kadapa DT-521217.

Training ID: N101640

Dear Pamarthi Eswar Venka Venkata Murli Shankar

## NEEM Training Contract Letter

We are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be Thirty Six months with start date 22/01/2021 and end date 21/01/2024.
2. It shall not be obligatory on our part or of the Establishment / Company at which you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a helper and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational / National Employability Enhancement Mission (AICTE) Regulations 2017.
3. You shall be given on the job training with Sundaram Fasteners Limited Autoies Division Plant IV, Sundambakkudi for the above mentioned period. You will be imparted training in AICTE according to central scheme of work of the establishment, to which you are attached for training.
4. During the course of your training, you shall abide by the rules and regulations from time to time as introduced to you by us and / or the Establishment at which you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and acquire expertise and professional classes regularly.
6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the prescribed form by TVS Educational Society.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall be liable to TVS Educational Society as cost of training upto amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

For TVS Educational Society, Hyderabad, District: Guntur-520 026, Telangana/Phone : 041-4248863

18-5-21



Date: 23<sup>rd</sup> of April 2021  
Name: AYANISADDA KISHORE  
Roll Number: 1848546302

Sub: Letter of Intent

Dear AYANISADDA KISHORE,

We are pleased to offer you the position of Customer Care Executive. You will report for a comprehensive training program on 06/05/2021 at 10:00 AM.

Your monthly CTC will be Rs.12,000/- + Insurance & Transport Allowance. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the last or reference furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you like your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on roll upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with A&L SEC.

Best Wishes,

For A&L SEC Technologies Limited,

Authorized Signatory  
Human Resources Department



Date: 28<sup>th</sup> of April 2023  
Ms. ANITHA KAPOOR KISHORE  
Mobile Number: 93415 76732

Sub: Offer of Joining

Dear ANITHA KISHORE,

We are pleased to offer you the position of Customer Care Executive. You shall report for a computerized training program on Friday/June/23 at 10:00 AM.

Your Monthly CTC will be Rs.12,300/- plus Incentives & Bonus. The details of your salary break up are provided to you in the enclosure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner in (S.M.F.) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 4 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful completion of training evaluation.

You will be on probation for a period of 5 months and will be confirmed on full upon successful completion of the probation. The probation is inclusive of the training period.

We are looking forward to you bringing a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resource Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. and Head Office: Cyber City, Main Road, Vengal Rao Nagar, Bangalore - 560 002  
Tel: 081 4142841, 20102, 20103; email: [hr@allsec.com](mailto:hr@allsec.com)  
Company Website: [www.allsec.com](http://www.allsec.com) / [www.allsec.in](http://www.allsec.in) / [www.allsec.co.in](http://www.allsec.co.in) / [www.allsec.net](http://www.allsec.net) / [www.allsec.org](http://www.allsec.org)



Date: 25<sup>th</sup> of April 2021  
Kishor AVANISHADDA KISHOR  
Regd Number: JB485AD032

Sub Letter of Intent

Dear AVANISHADDA KISHOR,

We are pleased to offer you the position of Customer Care Executive. You shall report for a compulsory on-boarding program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,000/- + incentives & Traveling charges. The details of your salary breakup are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory clearance from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (name) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed in role upon successful completion of the probation (the probation is inclusive of the training period).

We are looking forward to you building a successful career with Allsec.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office - 40/1, 4th floor, Main Road, Kalyan Nagar, Chennai - 600 076  
Tel: +91 44 41995 2012, www.allsectech.com  
Corporate Identity Number: (20)0009891, GSTIN: 33AAAC0009891G1

February 2021

To

Devendra Chandra Sekhri

Block B BSI, Aggarwal

3rd floor, Phase 2,

Kirti Nagar, New Delhi

Dear Devendra Chandra Sekhri,

2COMS is pleased to offer you the position of Technical Consultant. We are confident that your skills and talent will be a great asset to our company.

As discussed, the office timings will be from 10:00 AM to 6:00 PM. You will be reporting from 20th February 2021 and your starting salary will be Rs 15000. Your employment terms include full medical coverage for you. The employee benefits health plan will be effective from date of joining.

Sincerely,

\_\_\_\_\_





# GROSS SALARY SHEET

Annexure 1

Name	Naga Ganesh Anugani
Designation	Assistant System Engineer-Trainee
Institute Name	Gudimalluru Engg. College, A.P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,704	1,77,408
Bouquet Of Benefits &	7,646	91,752
<b>2) Performance Pay**</b>		
Quarterly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retrofits</b>		
Health Insurance***	NA	7,800
Provident Fund	1,774	21,288
Gratuity	711	8,533
Total of Annual Components & Retrofits	2,485	29,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

\* Refer to Table 2 for TCSL defined structure. In case, you wish not to opt for any RGS, TCSL defined structure as given in Table 2 will be applicable.

\*\* Amount decided will be paid out on a quarterly basis upon successful completion of the TCS Xcelve / Excellence Program.

\*\*\* The Performance Pay is applicable upon successful completion of the TCS Xcelve / Excellence Program.

\*\*\* For HRA - Amount is 1% of the employee's Basic Salary. If the employee is married or married with children then Rs. 2,800/- per month will have to be added to the above mentioned amount.

Table 2: TCSL defined structure for BuB (All Components in INR)

Component Category	Monthly	Annual
Housing Rent Allowance	5,814	70,068
Leave Travel Allowance	1,702	14,734
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

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## TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

215/215-04, Kankar Road, Gurgaon, Haryana 122002, India. Tel: 012-60 1234567, Fax: 012-60 1234567, Email: hr@tcs.com

Tel: 012-60 1234567, Fax: 012-60 1234567, Email: hr@tcs.com

Registered Office: 215/215-04, Kankar Road, Gurgaon, Haryana 122002, India

215/215-04, Kankar Road, Gurgaon, Haryana 122002, India





### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter, if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team.

Yours sincerely,

For TATA Consultancy Services Limited

2000

**Girish V. Handlimath**  
Global Head Talent Acquisition & AP



Click [here](#) or scan QR code with your mobile to validate the offer here:

- Foot: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



19/05/2022

Offer: Computer Consultancy  
Ref: TCSL/CT202138101B5/Lucknow  
Date: 14/01/2022

Mr. Chakravarthi Chakka  
2-61Near Post Office,  
Post Office,  
Bhallasanurumuru-521 130  
Andhra Pradesh.  
Cell: -

Des: Chakravarthi Chakka

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainee in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹1,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academic exams, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplorer/ TCS Xperience (detailed under terms & conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT202138101B5

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**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



1848570519

Offer: Computer Consultancy  
Ref: TCSL/CT20213750984/Lucknow  
Date: 11/12/2021

Mr. Srikrishna Devanabina  
3/7Amoldevi,  
Mopidavi,  
Vijayanagar-521125,  
Andhrapradesh,  
Tel# -

Dear Srikrishna Devanabina,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCS). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainee in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20213750984

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

17A, Vihar Crossing, Church Road, Lucknow 226 001 India

Tel# +91 522 206 7001 Fax# +91 522 206 7001 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Panchsheel Building, 9th Floor, Midtown Apollo, Surbhi, 600 021

TCS Careers Service Line: 1800 207 5111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits you may access the link to BoB in the "Employee Self Service" link on "Ultimix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS canteens. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## PERFORMANCE PAY

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the Company and will undergo a change based on your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹800/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Explore / Experience Programme.

## CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## OTHER BENEFITS

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

#### **1. Basic Cover**

1. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

TCS Confidential

TCSL/C/20213750084

### **TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

17, Wanchinayakanahalli Road, Bengaluru, Karnataka 560 075 India

Regd. Office: 277, Anna Salai, 600 002 Chennai, India. Website: [www.tcs.com](http://www.tcs.com)

Registered Office: 40, Anna Salai, 600 002 Chennai, India. Website: [www.tcs.com](http://www.tcs.com)

TCS Corporate Services Centre: 1600, 209 5111, Chennai. [www.tcs.com](http://www.tcs.com)



II. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependant parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependants will be automatically covered under Higher Hospitalisation benefits.

I. Entitlement - You and your enrolled dependants will be entitled for ₹12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

II. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



#### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**Girish V. Handimath**  
Global Head Talent Acquisition & AP



Click here or use a QR code to view the offer letter  
or to close the offer letter

- Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



# GROSS SALARY SHEET

Annexure 1

Name	Srikrishna Devanaboina
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalluru Engeg. College, A.P

Table 1 Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,704	1,77,600
Bouquet Of Benefits*	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance†	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance**	NA	7,900
Provident Fund	1,774	21,288
Gratuity	711	8,532
Total of Annual Components & Retirals	2,485	30,720
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

\* Refer to Table 2 for TCS defined Structure. In case, you wish not to reimburse your kind TCS defined Structure as given in Table 2 will be applicable.

\*\* Annual stipend will be paid to you as monthly basis upon successful completion of the TCS Xplore Xplore Program.

† The Performance Pay is applicable upon successful completion of the TCS Xplore Xplore Program.

\*\* For HSB - Max. Just Rs. 7000 if the employee is Single. If the employee is married or married with children

then Rs. 8,800\* per beneficiary needs to be added to the above mentioned amount.

Table 2 TCS defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,814	70,968
Logic Travel Assistance	1,702	20,424
Food Conc	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

TCS Confidential

TCSLACT20218750984

13

## TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

17th Floor, 1st Tower, 2nd Main Road, Electronic City - 560 097 India

Tel: 91 822600 1001 Fax: 91 822600 3001 Website: www.tcs.com

Registered Office: 2nd Floor, 2nd Main Road, 2nd Main Road, Bangalore 560 002

100% Ownership (Incorporated in India) CIN: 301311 Tata Consultancy Services





## Annexure 2

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Insurance Park, IT/ITES Zone / Phase-01, Candhi Nagar - 380007 BAUBAUBA@TCS.COM 479 244411 Lead Tata Consultancy Services, 4, Sakinaka Industrial Estate, Phase-01, Sakinaka, Ahmedabad, Tata Consultancy Services Limited, (UNIT-10) - JALPATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ) Phase-01, 34, CHAMUNDA CHIMETI ROAD, PATEL, PATEL, Pharbandar - 381014</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Suite 1, No 42, Think Campus, Electronic City Phase B, Bangalore - 560102, Karnataka Chennai TCS XP HR Lead Tata Consultancy Services, 41/2/1, 74, Rajawade Nagar, Old Mahabaleswaram Rd, Toll No. Sholinganallur, Chennai, Tamil Nadu 600114</p>
<p><b>BELGA - Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, AIT Indymia, Bangalore - Fazlbad Road, Wazir Nagar, Bangalore - 560009, Karnataka Chennai TCS XP HR Lead Tata Consultancy Services, 5th Floor, NCC IT Tower, G S. Road, Rajapur, Guwahati - 781005, Assam</p>	<p><b>DELHI - Noida</b> TCS XP HR Lead Tata Consultancy Services, Phase-01, Sector 6, New Gurgaon, 1st to 4th Floor, 20/20 Noida, Sector 6, New Gurgaon, Noida - 201301, Noida - 42 Noida - 201308, Noida Hyderabad TCS XP HR Lead Tata Consultancy Services, C-109, Market Nagar, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, 21/2/2, 202, Scheme No. 193 &amp; 197 B, Super Corridor, Village Tigra, Indore, Madhya Pradesh, India Noida, Sector - 620005 Pune TCS XP HR Lead Tata Consultancy Services, K. S. Road, Indraprastha Estate, Indraprastha Estate, Indraprastha, K. S. Road, Noida - 201301</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Corporate SE Building, 2nd Floor, Phase-01, IT/ITES, New Town, Rajpur, Kolkata - 700134, Kolkata - 700134 Auditorium, 2nd Floor, Wadgaon Building, Datta Park - Lands</p>
<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, K. S. Road, Indraprastha Estate, Indraprastha Estate, Indraprastha, K. S. Road, Noida - 201301</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, K. S. Road, Indraprastha Estate, Indraprastha Estate, Indraprastha, K. S. Road, Noida - 201301</p>
<p><b>RAIPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, M. S. Road, Nagpur, Telangana, Maharashtra - 441001</p>	<p><b>RAIPUR</b> TCS XP HR Lead Tata Consultancy Services, K. S. Road, Indraprastha Estate, Indraprastha Estate, Indraprastha, K. S. Road, Noida - 201301</p>
<p><b>Tirunelveli</b> TCS XP HR Lead Tata Consultancy Services, K. S. Road, Indraprastha Estate, Indraprastha Estate, Indraprastha, K. S. Road, Noida - 201301</p>	<p><b>Tirunelveli</b> TCS XP HR Lead Tata Consultancy Services, K. S. Road, Indraprastha Estate, Indraprastha Estate, Indraprastha, K. S. Road, Noida - 201301</p>

# JBM Auto Limited

Plot No. 105/1, Phase II Block, Export Park, SECT-13 Industrial Growth Centre, Gurgaon, Haryana  
Registered Office: T-10, Kirti Khera, Dist. Gurgaon-122001 India Tel : 0124 - 5247171, 5247172



No: JBMASORG/HR

Date: 12/08/2021

To  
Mr. DEVANABOINA SRI KRISHNA  
Gudlavalluru Engineering College  
Gudlavalluru.

Dear Mr. DEVANABOINA SRI KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate listed below has been selected for Apprenticeship training. The salary will be upto Rs. 1.20 LPA.

You are expected to report on 23/08/2021 at Gurgaon with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, PAN Card, Passport Photo), Bank Passbook from your Home(s).

Thanking you

for JBM AUTO LIMITED

*For [Signature]*  
N.S. Khogekar  
Dy. Manager P&A

*Received original copy*

*D. Sankrishna*  
12/08/2021

Registered Office

Plot No. 105/1, Phase II Block, Export Park, SECT-13 Industrial Growth Centre, Gurgaon, Haryana  
Tel: 0124 5247171-4 Fax: 5247172 Email: hr@jbmauto.com

assessment) in the first attempt along with completion of the entire program module, a potential new joiner will be eligible for a joining incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any joining incentive.
- To clear assessments for the program, potential new joiners will be required to score minimum 80% marks in each assessment test for the program. If they are unable to score 80% in the first attempt, they will have up to two additional attempts and will be required to score minimum 80% marks to clear the assessment for the program.
- Before each assessment, reasonable guidance and appropriate practice training sessions will be provided to new joiners to help them appear in the assessments.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program, they will have to undergo further Accenture specific training. For clearing these trainings also, Accenture provides these sessions with support similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interview. Your proposed compensation for the role of Information and subject in relation of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be mentioned in your Job Offer Letter.

#### **Annexure A**

- Career Level - L2
- Proposed Role - Application Development Associate
- Annual fixed compensation for the fixed will be INR 9,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance, achievement and performance of Advanced Technology Centre, India during your employment with us.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000 payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 1,40,000
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 3,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 1,43,500.

You may be required to relocate for project deployment at any point of time and work in 24x7 shift for any business requirement.

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

-This is an automatically generated document does not require signature-

# JBM Auto Limited

Plot No. 14-1, Sector 17, Gurgaon Road, Industrial Area, Gurgaon, Haryana 122001  
Gurgaon Road, Industrial Area, Gurgaon, Haryana 122001 Tel : 0122-2211111, 2211112



No: JBMASNOUG/HR

Date: 12.08.2021

To  
Mr. DEVANARAJA SRI KRISHNA  
Gudlavallu Engineering College  
Gudlavallu.

Dear Mr. DEVANARAJA SRI KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.50 LPA.

You are expected to report on 23/08/2021 at Company with certificate (10<sup>th</sup> Mark sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook from page Xerox).

Thanking you

For JBM AUTO LIMITED

  
N.S. Bhargava  
Dy. Manager P&A

Received original copy

D. Srikrishna  
12/08/2021

Registered Office

# 14, Industrial Area, Gurgaon Road, New Delhi - 110012  
Tel : 0122-2211111 Fax: 0122-2211112



1848510320

Offer: Computer Consultancy  
Ref: TCSL/CT20213804755/Lucknow  
Date: 11/12/2021

Mr. Dinesh Varma Garikipati  
12307,  
Ruslumbada,  
Machilipatnam-521001,  
Andhra Pradesh,  
Tata -

Dear Dinesh Varma Garikipati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainee in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining training curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/CT20213804755

1

### **TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

101, Vishnu Khanda Complex, Sector 16, Lucknow 226016 India

Ref: 01 542 000 5000 Fax: 91 542 000 7000 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Mahatma Building, 4th Floor, Park Road, Hyderabad, Telangana 500008

TCS Client Services: 1800 209 3333 Email: [clients@tcs.com](mailto:clients@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the 'Employee Self Service' link on 'Ultimix', the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,814/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS canteens. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



# GROSS SALARY SHEET

Annexure 1

Name	Dileesh Varma Gankipadi
Designation	Assistant System Engineer-Trainee
Institute Name	Gandhivallur Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
House R/O Allowance	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components &amp; Retinals</b>		
Health Insurance††	NA	7,900
Provident Fund	1,774	21,288
Gratuity	711	8,533
Total of Annual Components & Retinals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

† Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your self, TCSL defined Structure as shown in Table 2 will be applicable.

\* Amount decided will be awarded in a quarterly basis upon successful completion of the TCS Kalam / Knowledge Program.

†† The Performance Pay\* applicable upon successful completion of the TCS Kalam / Knowledge Program.

††† For HRS - Note that Rs. 7000 if the employee is single. If the employee is married or married with children.

For Rs. 9,000+ per annum pay needs to be added to the above mentioned amount.

Table 2: TCSL defined Structure for DoB (All Components in INR)

Component Category	Monthly	Annual
House R/O Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Cost	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

TCS Confidential

TCSLID-T20213604133

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## TATA CONSULTANCY SERVICES

TCS Consultancy Services Limited

23, Midland Towers, Connaught Place, Lucknow 226 012 India

Tel: 91-522-646 1001 Fax: 91-522-646 1001 Web: [www.tcs.com](http://www.tcs.com)

Registered Office: TCS Towers, Connaught Place, New Delhi, India. Registered Office: TCS Towers, Connaught Place, New Delhi, India.

TCS Limited Services: TCS Towers, Connaught Place, New Delhi, India.



#### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer (even if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath  
Global Head Talent Acquisition & A/P



Click here or use a QR code scanner from your mobile to retrieve the offer letter

- Enc: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms

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TCSLACT20213800759

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#### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
101, Vignesh Building, Gandhi Nagar, Bangalore 560 025 India  
Sof: 01 422 6001 Sofx: 01 422 6001 Fax: 01 422 6001  
Registered Office: Sakinaka Building, 901 Floor, Mumbai, Pin-400 072  
TCS Careers Site: [www.tcs.com](http://www.tcs.com) TCS HR E-mail: [careers@tcs.com](mailto:careers@tcs.com)



# JBM Auto Limited

Plot No. 1574, Sector 15, Gurgaon, Haryana, India. Tel : 0124-2337000 Fax : 0124-2337001  
Representative Tel : 0124-2337002

6-320  
JBM

No: JBMA/SORG/TER/

Date: 12.08.2021

To  
Mr. GARIKPATI DENDESH VARMA  
Gudlavallu Engineering College  
Gudlavallu.

Dear Mr. GARIKPATI DENDESH VARMA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1,20,000/-.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, IC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook from page Xerox).

Thanking you

for JBM AUTO LIMITED

103  
K.S. Bhagwati  
Dy. Manager P&A

Received original copy.

A. Chinnappa 14/08/2021

Regional Office

8-871, Harcourt Chatterjee, 88, Mohan Road, New Delhi - 110018,  
Tel : 011-26471100 Fax: 011-26471101

18-5-3/22



Date:- 28<sup>th</sup> of April 2022  
For: GATBLEBHR DHAN  
Roll Number: 1804540322

Sub: Letter of Intent

Dear GATBLEBHR DHAN,

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,000/- + 16% Bonus & Incentive Bonus. The details of your salary break up are provided to you in the enclosure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful completion of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on only upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Head Office: 48 C, Industrial Estate Road, Vengal Rao, Chennai - 600 026  
Tel: +91 44 4338 2000, 2001, 2004, 4338 2000  
Corporate Website: [www.allsecindia.com](http://www.allsecindia.com)  
Corporate E-mail: [hr@allsecindia.com](mailto:hr@allsecindia.com), [info@allsecindia.com](mailto:info@allsecindia.com)





Date: 29<sup>th</sup> of April 2021  
Name: GATIREBOY JUMWA  
Roll Number: 1408160322

Rule Letter of Intent

Dear GATIREBOY JUMWA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM

Your Monthly CTC will be Rs.2,200/- + incentives & bonuses. The details of your salary break up are provided to you in the annexure.

This offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and address letter from your last employer etc.

You will be under training which will vary for a period from 2 to 3 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful completion of training and selection.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For ALLSEC Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office: 2nd, 3rd floor, 2nd, 3rd floor, Chetana, 2nd floor  
2nd floor, 2nd floor, 2nd floor, 2nd floor, 2nd floor  
Contact: 020-26000000, 020-26000000, Email: info@allsec.com

For N's RFE-1, Example: Kevin Single Co. Inc., 8880 Industrial Branch Circle, Box 100, Yorkville, Ontario, Canada, Scarborough, Ont., M1S 4K6-100. Tel.: 416-491-1177. 1778113

4326  
**JBM** 95

Date: 12/8/2011

**Doc. No. MANGALUDIN SANKAR KUMAR**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidates have been selected for Apprenticeship training. The salary will be upto Rs.1.80 LPA.

You are expected to report on 23/08/2021 at Computex with certificates (10<sup>th</sup> Merit sheet, Provisional Certificate, Overall Merit Sheet, TC, Author Card, Pat. Card, Passport Photo, Bank Passbook from page Xerox).

loading mu

**THE JBM AUTO EMPLOYER**

U.S. District Court  
 District of Columbia

**Abstract Only**

# 127. **Standard Chambers, 13, Natch Place, Newbury - 958137.**  
Tel: 01323 852154-66 Fax: 01323 790074 E-mail: info@stdchambers.co.uk

6825

# JBM Auto Limited

Plot 13, Phase-1, Industrial Estate, Sector-10, Gurgaon, Haryana  
Corporate Office, Gurgaon, India. Tel: 012-6112111, 6112112, 6112113



For JBMAS/DWG/HR

Date: 12.08.2021

To  
Mr. MANJADODDI SANKAR KUMAR  
Gudlavallera Engineering College  
Gudlavallera

Dear Mr. MANJADODDI SANKAR KUMAR

Re: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.50 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

For JBM AUTO LIMITED

N.S. Dharguraj  
Dy. Manager P&A

Regional Office

# 102, Newland Chambers, 11, Anna Place, New Delhi - 110028  
Tel: 011-2622104-06 Fax: 011-2622104-05

18.5.2020



Date: 25<sup>th</sup> of April 2020  
Name: PAMUNIA DURGA HAYSEN  
Ref Number: 18065/0220

Job Letter of Intent

Dear PAMUNIA DURGA HAYSEN,

We are pleased to offer you the position of Customer Care Executive. You shall report to a comprehensive training program on Monday (at 1500 hrs).

Your Monthly CTC will be Rs.22,000/- + Department B Training Salary. The details of your salary break-up are provided to you in the enclosure.

This offer is subject to:

- + You submitting the degree certificate and all your mark sheets at the time of joining.
- + A satisfactory reference from the last employer furnished by you at the time of joining.
- + A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) authorized by the company.
- + Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful completion of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on full pay on successful completion of the probation (the probation will be as of the training period).

We are looking forward to you building a successful career with ALLIED.

Best Wishes,

For Allied Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLIED TECHNOLOGIES LTD.  
Head Office: 100, Jayanthi Kalyan Supermarket, Coimbatore - 646 002  
Tel: +91-9449449449, 9449449449, 9449449449  
Corporate Office: 100, Jayanthi Kalyan Supermarket, Coimbatore - 646 002



Date: 20<sup>th</sup> of April 2021  
 Recd: PAMPAKA DURGHA NAVEEN  
 Ref Number: 18463A0330

Subject: Letter of Intent

Dear PAMPAKA DURGHA NAVEEN

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on 05th/June/21 at 10:00 AM.

Your Monthly CTC will be Rs.22,000/- + Incentives & Bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the last reference furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (MD) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 3 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on full upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
 Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Head Office : 42 C, Velupillai Prasad Road, Velupillai, Chennai - 600092.  
 Tel : +91 84422 97321, 97321 or 91 84422 97321  
 Corporate Email: hr@allsec.in / 123456789@allsec.in, Email: hr@allsec.in, allsec@allsec.in



assessment in the first attempt. Along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 80% marks in each assessment test for the program. If they are unable to score 80% in the first attempt, they will have up to two additional attempts and will be required to score minimum 80% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate reinforcement training modules will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the requirement of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program, they will need to undergo further Accenture specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interview. Your proposed compensation for the case of information and subject to release of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be mentioned in your final offer letter.

#### Annexure A

- Career Level - 12
- Proposed role - Application Development Specialist
- Annual fixed compensation for the fixed will be INR 3,83,000; It includes allowance and statutory benefits and will be awarded in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 82,500. The pay out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Center, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 20,000; payable upon successful completion of initial training on our company process.
- Maximum Annual Total earning potential - 4,65,500
- Additional benefits: Gratuity as per law (if applicable) + Insurance premium (Health/Vision) INR 8,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000

You may be required to relocate for project deployment to any part of India and work on 24x7 shifts basis, business requirement.

Please note, the above is information and not exhaustive, specific details will be in the Offer Letter.

*"This is an electronically generated document does not require signature"*



Date: 29<sup>th</sup> of April 2023  
Name: RAJESH KUMAR RAJAN  
Roll Number: 1803540390

Sub Letter of intent

Dear RAJESH KUMAR RAJAN,

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on 10<sup>th</sup> of May/2023 at 10:00 AM.

Your Monthly CTC will be INR 12,200/- + Provident Fund & Termination. The details of your salary break-up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the 1<sup>st</sup> or 2<sup>nd</sup> referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful completion of training period.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (the probation is inclusive of the training period).

We are looking forward to you building a successful career with AXISEC.

Best Wishes,

For Axiasec Technologies Limited,

Authorized Signatory  
Human Resource Department

AXIASEC TECHNOLOGIES LTD

Regd. Office : 4<sup>th</sup> Floor, Velachery Main Road, Velachery, Chennai - 600 092  
Tel : +91 44 4239 3139, Mob : 9840444444  
E-mail : hr@axiasec.com





# JBM Auto Limited

Regd. Office: Plot No. 1, Phase 1, Rajarajeshwari Park, JBM Auto Limited, Chennai 600 082. Tel: 044-26111111, 26111112.  
Corporate Office: Plot No. 1, Phase 1, Rajarajeshwari Park, JBM Auto Limited, Chennai 600 082.



No: JBM/ASOR/CHRY

Date: 12.08.2021

To

Mr. VILVVENTI NAGA VENKATA SAI PRABHAKAR  
Gudlavallu Engineering College  
Gudlavallu.

Dear Mr. VILVVENTI NAGA VENKATA SAI PRABHAKAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 22/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upon Rs. 5.80 LPA.

You are expected to report on 27/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook from page Xerox).

Thanking you

for JBM AUTO LIMITED



N.S. Bhagwanthi

Dy. Manager P&A

Encl: 1

JBM, Harcourt Chambers, 69 Anna Road, New Delhi - 110001.  
Tel: 011-26111111 Fax: 011-26111112 Email: jbm@jbm.co.in

**JBM Auto Limited**JBL® 

Unter 12.08.2021

Mr. VILVENTHANA VENKATA SAI PRADHAKAR  
Graduate Engineering College  
Gudlavallu.

Sub-CAT Letter

You are expected to report on 2708-2071 at Company with certificate (10<sup>th</sup> Marks Sheet, Promotional Certificate, Overall Marks Sheet, IC, Angkor Card, Pen Card, Passport Photo, Bank Passbook from page Xerox).

for JBM AUTO LIMITED

Dr. Manoj Kumar Reddy

Tel: 011-26823944 Fax: 011-26877442 E-mail: [info@nptl.com](mailto:info@nptl.com)

18-5-2024



Capgemini Technology Services India Limited  
(Formerly known as ADAPT Global Solutions Limited)  
H-1, IT-2, Axis, WDC, Tower-4, Cyber Park,  
Banar Road, Gurgaon, Haryana-122002,  
Tel: +91 12 2714 6200, Email: +91 12 2714 6201  
www.capgemini.com/in

Superset ID: 2122587

Letter of Intent ("LOI")

Dear Kavysha Lakshmi,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of Analyst and AA 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 A 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 LOI, 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 in the 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

## ANNEXURE 1

Kagitha Lokesh

Analyst and Ad

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only). Effective 1<sup>st</sup> July 2022, (irrespective of your probation status, except for probation non-confirmation), your all-inclusive compensation will be revised to INR 4,00,000/- (Rupees Four Lakh only). Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

---

Capgemini India Pvt. Ltd. Registered Office: 14th Floor, Pundarikrishna Park, Hyderabad, Hyderabad, 500 082, India. Phone: +91 20 6696 1000 Fax: +91 20 6696 1001 Email: [careers@capgemini.com](mailto:careers@capgemini.com)  
Capgemini India Pvt. Ltd. Registered Office: 14th Floor, Pundarikrishna Park, Hyderabad, Hyderabad, 500 082, India. Phone: +91 20 6696 1000 Fax: +91 20 6696 1001 Email: [careers@capgemini.com](mailto:careers@capgemini.com)



19.05.2021



Dear Mr. K. Praneeth Reddy <sup>Officer letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College.

On 11/03/2021 You are supposed to join the organization on 03/08/2021. Your salary would be Rs 1.2 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, F&B City, Hyderabad.

After successful completion of the probation and review period, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & U.Tech Semester mark sheets and certificates - 2 nos
- 3) Professional Certificate - 2 nos
- 4) Father's cert - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED (AUGUST)

For Resolute Star Private Limited,



K. Praneeth R.R.

Received this original

K. Praneeth Reddy

11/03/2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. 3-1/Part/0, Sy.No. 114/1, TSIC I-CHY, F&B City, Ravinaka Village, Maheshwaram Mandal, R.D., District, Telangana - 501359

QIN: U05X09TG2020FTCI47324

18-5-2021



Dear Mr. K. Praneth Reddy,  
OFFICE LETTER

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected to GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College.

On 11/08/2021, You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.2 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review period, you will be entitled to other allowances and benefits whosoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos.
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos.
- 3) Professional Certificate - 2 nos.
- 4) Aadhar card - 2 nos.
- 5) Bank details - 2 nos.

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Resolute HR

Received the original

K. Praneth Reddy

18/09/2021

**Resolute Star Private Limited.**

Factory Address: Building - 2, Plot No. 9-1/Part/D, Sy.No. 114/1, TSIC (City, Fab City, Rajwade Village, Maheshwaram Mandal, R.R. District, Telangana - 501358

CIN: U15209TG2020PTC147324.

18-5-23



Dear Mr. K. Praneeth Reddy <sup>Offer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment, to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College.

on 11/05/2023. You are supposed to join the organization on 07/08/2023. Your salary would be Rs 1.5 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Hitech City, Hyderabad.

After successful completion of the probation and tenure thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & H.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE CHARTERED FAMILY!!!!

For Resolute Star Private Limited,



Ramesh MR.

Received the original

K. Praneeth Reddy

07/08/2023

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. 5-1/2A & B, Sp.No. 114/1, TSHE E-City, F&E City, Rajivnagar Village, Maheshwaram Mandal, H.R. District, Telangana - 501359

CIN: U25209TEL0209TC147324.

# JBM Auto Limited

Plot No. 200-1, Jawahar Nagar, Raju's Park, 500006 Hyderabad, India. Contact: 011-2611127, 2611128  
Registered Office: Hyderabad, India. Telephone: 011-2611127, 2611128



For JBMA SMO/HR/

Date: 12.08.2021

To

Mr. KOLLAKENNY PRANEETH REDDY  
Gudlavallam Engineering College  
Gudlavallam.

From: Mr. KOLLAKENNY PRANEETH REDDY

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021, the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.30 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pzr Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

For JBM AUTO LIMITED

N.S. Bhagyanath  
Dy. Manager P&A

Received original copy

K. Praneeth Reddy

07/09/2021

Registered Office

# 001, Jawahar Nagar, Raju's Park, 500006 Hyderabad, India. Contact: 011-2611127, 2611128  
Tel: 011-2611127, 2611128 Fax: 011-2611127, 2611128

# JBM Auto Limited

Plot No. 100A, Haralur Main Bypass Road, EPZ/IT Industrial Estate, Srirangapatna Village,  
Channarayana Taluk, Channarayana Dist., Bangalore-56 125. Tel : 08-285041, 285042



For JBMASNOB/HR

Date: 12.08.2021

To  
Mr. KOLLAREDDY PRANEETHREDDY  
Gudlavallu Engineering College  
Gudlavallu.

Dear Mr. KOLLAREDDY PRANEETHREDDY

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship Training. The salary will be upto Rs.1.50 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Mark sheet, Provisional Certificate, Overall Mark sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook first page Xerox).

Thanking you

For JBM AUTO LIMITED

For 

N.R. Raghavaji  
Dy. Manager P&A

Received original copy

K. Praneeth Reddy

12/08/2021

Registered Office

J 601, Haralur Main Bypass Road, EPZ/IT Industrial Estate, Srirangapatna Village,  
Channarayana Taluk, Channarayana Dist., Bangalore-56 125. Tel : 08-285041, 285042

18/05/2021



Dear Mr. Chaitanya Kumar <sup>Refer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the all campus drive happened at your College.

on 12/05/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Tad City, Hyderabad.

After successful completion of 12m probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required.

- 1) Resumes - 2 nos
- 2) 10<sup>th</sup>, Intermediate & Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!

For Resolute Star Private Limited,



Ramesh AP.

Received original  
I - Chaitanya Kumar  
11-05-2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. S-1/Para/B, Sy.No. 114/1, 13th E-Clb, Tad City, Ranga's Village, Maheshwaram Mandal, R.R. District, Telangana - 501350

CIN: U25209TG2020PTC0147324.

18.5.2021



Dear Mr. Chaitanya Kumar

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College.

on 11/05/2021. You are supposed to join the organization on 07/06/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review (if any), you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & D.Tech 5 semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Ramach kr,

Received original  
Chaitanya Kumar  
11-05-2021

## Resolute Star Private Limited

Factory Address: Building - 2, Plot No. 5-2/Part/B, Sy.No. 114/2, TSHC E-3 by, FAB City, Ravinaka Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147224.

18/02/2021



Dear Mr. B. Chaitanya Kumar <sup>offer letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the announcement happened at your College.

on 11/04/2021. You are supposed to join the organization on 07/05/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Hitech City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & U.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,



Anish K P,

Received original  
B. Chaitanya Kumar  
11-05-2021

## Resolute Star Private Limited

Factory Address: Building - Z, Plot No. X-1/Part B, Sy.No. 114/1, 131ICE-Clly, TAD Clly, Raviraj Village, Maheshwaram Mandal, R.R. District, Telangana - 501359

CIN: U25209TG2020PTC147324.



# JBM Auto Limited

Plot 14, 15th & 16th Street, Opposite Fort, BMC 10 Industrial Estate, Gurgaon, Haryana  
Hyderabad Tel: 020-26111111, Bangalore Tel: 080-26111111, Chennai Tel: 044-26111111, Mumbai Tel: 022-26111111

A-334



Res JBMASNOGHTTY

Date: 12.08.2021

To  
Mr. MATTA NARISHABU  
Gadavathur Engineering College  
Gadavathur

Dear Mr. MATTA NARISHABU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificate (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagwanji  
Dy. Manager P&A

Registered Office

1001, Hindustan Chambers, 22, Market Place, New Delhi - 110011,  
Tel: 011-23471111 Fax: 011-23471111 Email: 17442222@jbmauto.com

# JBM Auto Limited

Plot No. 8334, Pasauli Main Road, Pasauli Park, GPO Post Office, Gurgaon, Haryana 122009  
Regd. Office: Plot, Pasauli Park, Gurgaon, Haryana 122009 Tel : 0124 - 5761123, 5761124



No: JBM/AS/016/2021

Date: 12.08.2021

To

Mr. MATTA NARESHBABU  
Gandhinagar Engineering College  
Gandhinagar

Dear Mr. MATTA NARESHBABU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook (mini page Recoy).

Trusting you

for JBM AUTO LIMITED

N.S. Bhagwanraj  
Dy. Manager HR&A

Registered Office

JBM, Harcourt Chatterjee, 65, Sector 29, New Delhi - 110016,  
Tel: 011-26437144-25 Fax: 011-26437145 Email: L7403DL19@jbm.co.in



L-338

Offer: Computer Consultancy  
Ref: TCSLACT20203321486/Mumbai  
Date: 20/08/2021

Mr. Malluri Vamsi Krishna  
1-379018 Lij Bazar,  
Ayanigadda,  
Ayanigadda-521121,  
Andhra Pradesh.  
Tel# 91-9747477784

Dear Malluri Vamsi Krishna,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainee in Grade Y. You will be a part of the application development and maintenance projects across any of the Business units of TCSL.

Your gross salary including all benefits will be ₹3,26,877/- per annum, as per the terms and conditions set out hereby.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be concluded that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter mentioning the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academy course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplor@/TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSLACT20203321486

1

**TATA CONSULTANCY SERVICES**

*Take. Create. Connect. Grow. Work. Delight.*

Registered Office: TCS Limited, TCS Center, 9th Floor, 360 Chhatrapati Shivaji Maharaj Marg, Lower Ground, Colaba, Mumbai - 400 032, India. Tel: 022-2656 7000 Fax: 022-2656 7001 Email: [hr@tcs.com](mailto:hr@tcs.com)  
Regional Office: TCS Limited, TCS Center, 9th Floor, 360 Chhatrapati Shivaji Maharaj Marg, Lower Ground, Colaba, Mumbai - 400 032, India. Tel: 022-2656 7000 Fax: 022-2656 7001 Email: [hr@tcs.com](mailto:hr@tcs.com)



### Withdrawal of OETs

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

22

Girish V. Mahalingam  
 Global Head Talent Acquisition & AP



[Click here](#) or use a QR code scanner to register your copy  
to all editions of the journal

Encl: Annexure 1: Benefits and Gross Salary  
 Annexure 2: List of YCS Xplorers Centres  
 Annexure 3: Confidentiality and IP Terms

**JBM Auto Limited**

Plot No. 6284, Ramachandrapuram Park, SAGOT Industrial Growth Center, Jeedamangla Village,  
 Ramachandrapuram T.D., Kanchi District - 518 001, Andhra Pradesh, India. Tel : 91 - 854 - 2345732, 2345733



No: JBMASVORG-001/

Date: 12.08.2021

To  
 Mr. MOHAMMED GOUSE PASHA  
 Gollavallam Engineering College  
 Gollavallam.

Dear Mr. MOHAMMED GOUSE PASHA -

Sir,

Reflex to the On Campus Recruitment Drive conducted at your campus on 12/08/2021, the  
 candidate have been selected for Approchability training. The salary will be upto  
 Rs 1,811 PA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet,  
 Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo,  
 Bank Passbook front page Xerox).

Thanking you,

For JBM AUTO LIMITED

N.A. Bhagyanand  
 Dy. Manager P&A

Registered Office

1471, Ramachandrapuram Park, SAGOT Industrial Growth Center, Jeedamangla Village,  
 Tel : 91 - 854 - 2345732-445 Ramachandrapuram T.D., Kanchi District - 518 001, Andhra Pradesh, India.

# JBM Auto Limited

Plot No. 100/1, Sankar Vihar, Opposite Park, 47/107 Industrial Estate, Gurgaon, Haryana 122002  
 Maharashtra - India. Telephone: 022, Telex: 400000 JBM IN : 94 - 473015, 473020



From JBMAS/DIG/DIR

Date: 12.08.2021

To  
 Mr. MOHAMMED GOUSE PASHA  
 Gudlavalluru Engineering College  
 Gudlavalluru.

Dear Mr. MOHAMMED GOUSE PASHA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Approbation/Training. The salary will be upto Rs 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Peh Card, Passport Photo, Bank Passbook from page Xerox).

Thanking you

for JBM AUTO LIMITED

For 

R.S. Ranganath  
 Dy. Manager P&A

Registered Office

# 201, Harcourt Chatterjee, 44 Ashok Road, New Delhi - 110004  
 Tel: 011-262772450 Fax: 011-2627147488 E-MAIL: JBM@JBM.COM

# JBM Auto Limited

Plot No. 100/1, New Industrial Estate, 5th, 100/1 Industrial Estate, New Delhi, India  
 Registered Office: New Industrial Estate, 5th, 100/1 Industrial Estate, New Delhi, India



No: JBM/AS/ORG/HR/

Date: 12/08/2021

To

Mr. ANBALLA RAVI KUMAR  
 Godlayallam Engineering College  
 Godlayallam.

Dear Mr. ANBALLA RAVI KUMAR

Subject: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 130 LPA.

You are expected to report on 28/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Over all Marks Sheet, 10<sup>th</sup> Aadhar Card, Pan Card, Passport Photo, Bank Passbook (last page Keem)).

Thanking you

For JBM AUTO LIMITED

*[Signature]*

N.S. Bhaguraj  
 Dy. Manager P&A

Registered Office

Plot No. 100/1, New Industrial Estate, 5th, 100/1 Industrial Estate, New Delhi, India  
 Tel: 91114427124-80 Fax: 91114427124-80 Email: hr@jbmauto.com

12/08/2021



Dear Mr. P. Pandu <sup>Offer Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College.

As 01/08/2021. You are supposed to join the organization on 07/08/2021. Your salary would be Rs 3.8 LPA. Your work station will be at RESOLUTE STAR PRIVATE LIMITED, Pab City, Hyderabad.

After successful completion of the probation and tenure thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 3 nos
- 3) Professional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

At the very last, See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!

For Resolute Star Private Limited,



Ramesh K.

Received the Original  
P. Pandu  
(1-08-2021)

**Resolute Star Private Limited**

Factory Address: Building - 2, Plot No. 5 1<sup>st</sup> Phase/D, Sp.No. 114/1, TSIC E-Clay, PAB City, Sundrula Village, Maheshwaram Mandal, R.D. District, Telangana - 501339

ON: U52997G2020PTC16732A



# JBM Auto Limited

Plot No. 83M, New Main Highway, P.O. SECT Industrial Growth Centre, Sreebhargavi Koppa,  
Bijapur District, Karnataka - 58, Postcode-583 106. Tel : 084 - 2321017, 2321018



Ref: JBM/AS/CRG/MNC

Date: 12/08/2021

To  
Mr. PERAM PANTU  
Gudlavallu Engineering College  
Gudlavallu.

Dear Mr. PERAM PANTU

Sub: Offer Letter

Further to the Campus Recruitment Drive conducted at your campus on 12/08/2021, the candidate have been selected for Apprenticeship training. The salary will be upto Rs 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificate (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagya  
Dy. Manager P&A

Received Original Copy

P. Pandu

24-8-2021

Registered office

16th, Harshani Chambers, 88, Mahatma Place, Anna Salai - 600018,  
Tel: 044-22427104/11 Fax: 044-22427105/16 EMail: info@jbmgroup.com

Resolute Star

Dear Mr. Peram. Pandu <sup>Other Letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you of RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your college.

on 12/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 4.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, F&B City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Passport - 2 nos
- 2) 10<sup>th</sup>, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!

For Resolute Star Private Limited,

Ramesh YR,

Receive of the Original

P. Pandu

11-08-2021

**Resolute Star Private Limited**

Factory Address: Building - 2, Plot No. 5-1/Part 16, Sy. No. 114/1, TSRC E-City, F&B City, Rayachoti Village, Maheshwaram (Nandam), R.R. District, Telangana - 508389

CIN: U75209TE020PTC147824

# JBM Auto Limited

Plot No. B-11, Parkside Main, Sanyal's Park, SPCCIT Industrial Growth Center, Bhubaneswar-751015,  
Odisha-751015. Tel: 441 - 812497, 812498



No: JBM/AS/ORG/HK:

Date: 12.08.2021

To

Mr. PERAM TANDU

Gandhikaru Engineering College

Gandhivallu.

Dear Mr. PERAM TANDU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificate (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

*[Signature]*

M.S. Bhagya

De. Manager P&A

Received Original Copy

P. Pandu

12-8-2021

Registered Office

T-001, Harcourt Greenway, 22, 24th Floor, New Delhi - 110015.  
Tel: 011-2612141-06 Fax: 91-11-26121411 Email: L110015@PLD.COM

# JBM Auto Limited

Plot No. 100A, Bussel Station Opposite Park, BPOOT Industrial Estate, Gurgaon, Haryana Village,  
Bhokarwala Tola, Gurgaon, Haryana Dist., India-122001 Tel : 0120 - 6271127, 6271128

L-304



Res JENIASATRAWHERU

Date: 11.08.2021

To  
Mr. PERAM PANTING  
Gudlavalluru Engineering College  
Gudlavalluru

Dear Mr. PERAM PANTING

Sub: Offer Letter

Further to the On-Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidates have been selected for Apprenticeship training. The salary will be upto Rs. 8.80 LPA.

You are expected to report on 23/08/2021 to Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagwan  
Dy. Manager P&A

Received Original Copy

P. Pandu

24-8-2021

Registered Office

# 103, Bussel Station, H. Haryana Phase, New Delhi - 110019  
Tel : 011-26071127 Fax: 011-26071128 Email: info@jbmauto.com



Dear Mr. Pavan Pandu <sup>offer letter</sup>

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **COMPUTER ENGINEERING TRAINER** with respect to the campus drive happened at your college.

on 11/08/2021. You are suggested to join the organization on: 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review period, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance review will be done to assess your suitability.

At the date of joining the following documents are required:

- 1) Resume - 2 nos
- 2) 10<sup>th</sup>, Intermediate (B.L) and Semester mark sheets and certificates - 2 nos.
- 3) Provisional Certificate - 2 nos
- 4) Aadhar card - 2 nos
- 5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!

For Resolute Star Private Limited.



Remesh D.

Resolute of the Original

P. Pandu

11-08-2021

**Resolute Star Private Limited**

Factory Address: Building - 2, Plot No. 5 1/P/111/D, Sy.No. 114/1, TSIC F-06b, FAB City, Raychota Village, Afzalpurwaram Mandal, R.R. District, Telangana - 501259

CTN: LD5203/652020PTC147324

Derzeit mangelnde Flexibilität

■

This kind of information is supervised by firm management control. The employment policies of distribution, wage, terms and conditions of employment with the company, bank, post office, salary, pension, location of business, etc. are given by firm.

Should you need the findings of any of these, your Total Gross Salary including performance bonus will be \$400,000 per annum. The cumulative increase in compensation and benefits will be tracked to the extent of your needs.

At WorldCom, we believe that we are confident you will be able to make a significant contribution in the pursuit of our goals. We are proud of the responsibility and fulfilling career and compensation package we offer you.

MICHAEL J. DOWD

[illegible]

JBM [illegible]

**DATE: 12-04-2021**

Sub: Office Letter

You are expected to report on 21/08/2021 at Conspire with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, FC, Aadhar Card, Pan Card, Passport Photo, Black Passport Jantpage Karm).

for JBM AUTO LIMITED

22. Enclosed  
Dr. Margaret Pick

Revised Original copy.

V. Gauthier

W 301, Harvard University, 32, Mass. Place, Cambridge, MA 02138.  
Tel: 617-354-7444 Fax: 312-654-7100 E-mail: LTH33@LTH33.HARVARD.EDU

# JBM Auto Limited

Plot No. 383-1, Industrial Estate, Opp. to JCBT Industrial Estate, Guntur, Andhra Pradesh - 522002.  
 Hyderabad - 500016, Andhra Pradesh, India. Tel : 081 - 8781112, 8781113



Via JBMAS/ORG/HR

Date: 12.08.2021

To  
 Mr. VEERAYARAJU GOWTHAM  
 Gudlavalluru Engineering College  
 Gudlavalluru

Dear Mr. VEERAYARAJU GOWTHAM

Sub: Offer Letter

Prior to the On Campus Recruitment drive conducted at your campus on 12/08/2021 the candidates have been selected for Apprenticeship training. The salary will be upto Rs.1,80,000 P.A.

You are requested to report on 21/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook from page Xerox).

Thanking you

For JBM AUTO LIMITED

For 

N.S. Bhargava  
 Dy. Manager P&A

*Received - original copy.*

*V. Gautham*  
*17-8-21*

Registered Office

3111 Parkside, Guntur, Andhra Pradesh, India. Tel : 081-8781112, 8781113  
 Tel : 081-8781112, 8781113



# JBM Auto Limited

Plot No. 155-1, Bangalore-Bellary Road, 500077 Industrial Sector, Bangalore Village,  
Kalyanur, Taluk, Kalyanur District, Bangalore-560 077, India

C-348  
**JBM** 

No. JBMAS/ORG/JOB

Date 12.08.2021

To  
Mr. VEERAVARAPU GOWTHAM  
Gudlavalluru Engineering College  
Gudlavalluru.

Dear Mr. VEERAVARAPU GOWTHAM

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the  
candidate have been selected for Apprenticeship training. The salary will be upto  
Rs 1.80 LPA.

You are expected to report on 24/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet,  
Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo,  
Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For 

N.S. Bhargava  
Dy. Manager P&A

Received - Original copy.

V. Govindaraj  
17-8-21

Registered Office

MH31, Market Chambers, 38, Nehru Place, New Delhi - 110016,  
Tel: 011-26427111 Fax: 011-26427100 and 26427102

Dated: 22/09/2021  
Mr. D. Ujja Ghoshal Ray, Kumar  
Gulabpur 00000138973,  
09912123131, Gurgaon,  
Haryana India 122002,  
WhatsApp No: 9211345

Dear Mr. D. Ujja Ghoshal Ray, Kumar:

## SUBJECT: LETTER OFFER, EMPLOYMENT.

Congratulations! Thanks to your selection in Employment at Infosys Limited ("Company") and the subsequent onboarding process, we are delighted to announce to you our intention to employ you as per the position of "System Engineer - Infrastructure" with the company from 20<sup>th</sup> September 2021 and on a full time basis on a fixed term basis with a one year duration.

This offer of job could be superseded by the non-employment notice. The employment contract will detail out the scope, terms and conditions of your employment with the company, terms of your salary, reported and other payments, etc. ("Contract").

Please be advised that our offer to you will be conditional on you satisfying terms of your proposed job, professional qualifications and having necessary documents, requirements and experience required for the position of the concerned qualification mentioned by you in your application for employment with our company. You are required to submit all materials and other relevant documents if any at the designated time and place. Further, you should have been accepted by the relevant governing authority, please note that our termination of the company will be binding if it is any of the above and any condoning delay in submission of same will be at the Company's cost, to the satisfaction.

Should you accept the conditions of employment, your Total Gross Salary, inclusive performance incentives, will be INR 36000 per annum, comprising breakdown of the compensation and benefits will be provided in the letter of appointment.

This offer is subject to the offer of job, which is intended to be, and shall not constitute in any way a contract or legal agreement, in the absence of a letter of appointment, until you accept our company's offer of employment regarding the above mentioned position and we have received a satisfactory confirmation from you.

We come to Infosys by the way of the fact that you will be able to make a significant contribution to the success of Infosys Limited. We wish you all the best regarding the fulfillment of your career and looking forward to working with you.

Yours sincerely,

**RULE AND EXHIBIT**

**LYP and Head Human Resources-Infosys Limited**

# JBM Auto Limited

Plot No. 150-1, Phase 1, Brown Square's Park, SP-551 Industrial Estate, Gurgaon, Haryana 122015  
Hyderabad: 28-8, Amalgamam Hill, Telangana-500 178 Tel : 88 - 6788115, 4781126



For JBMASOFTWARE

Date: 12.05.2021

To

Mr. PASUPULETI KRISHNA SAI RAM  
Gudlavalluru Engineering College  
Gudlavalluru.

Re: Mr. PASUPULETI KRISHNA SAI RAM

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificate (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

For JBM AUTO LIMITED

N.S. Manojkumar  
Dy. Manager-P&A

Registered Office

J 601, Harkare Chambers, 4th Floor, Plot No: 150-1, Phase 1, Brown Square's Park, Gurgaon - 122015  
Tel: 011-26471046 Fax: 011-26423101 EMail: [careers@jbmauto.com](mailto:careers@jbmauto.com)

# JBM Auto Limited

Plot No. 833-1, Brahmam, Laxmi's Park, 1702 Feet wide 'Growth Centre' Sankarapuram Village,  
Baramahal Taluk, Kanchipuram Dist, Tamil Nadu-603 003. Tel : 044 - 8221157, 8221158



Ref: JBM/ASO/2021/1112

Date: 12.08.2021

To  
Mr. PASUPULETI KRISHNA SAI RAM  
Gudlavalluru Engineering College  
Gudlavalluru

For Mr. PASUPULETI KRISHNA SAI RAM

60th DLR Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the  
candidate have been selected for Apprenticeship training. The salary will be upto  
Rs. 3.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Mark sheet,  
Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo,  
Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj  
Dy. Manager P&A

Regional Office

A-601, Hazratganj Chambers, 48, Patna Road, New Delhi - 110002,  
Tel : 011-23437100-06 Fax: 011-23427106 E-Mail: [hr@jbmauto.com](mailto:hr@jbmauto.com)

# JBM Auto Limited

JBM Auto Ltd., Borealis House, Opposite Park Road Industrial Growth Estate, Chudavallam, Hyderabad,  
తెలంగాణ రాష్ట్రం, భారతదేశం 500030. Tel : 044 - 230221, 230222

6-352-  
**JBM** 

No: JBMAB/OBG/HR/

Date: 13.08.2021

To  
Mr. ANNIRU YAGESWARA RAO  
Gullavalluru Engineering College  
Chudavallam

Dear Mr. ANNIRU YAGESWARA RAO

Site Office Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidates have been selected for Apprenticeship training. The salary will be upto Rs. 1.50 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

*For JBM Auto Ltd.*  
MS. Bhargava  
Dy. Manager HR

*Received original copy*

*Chyageswara Rao*

*13/08/2021*

Regd. Office

2011, Borealis House, Opposite Park Road Industrial Growth Estate, Chudavallam, Hyderabad,  
Tel: 044-230221-22 Fax: 044-230221-22 CIN: 274300DL1992PLC004573

# JBM Auto Limited

Plot No. 1434, Ramachandrapuram, 11th Industrial Estate, Hyderabad-500015  
 Registered Office: Tel: 4411111, Fax: 4411112, 4411113



No: JBM/AS/00000000

Date: 13.06.2021

To  
 Mr. ANNEPU YAGESWARA RAO  
 Chaitanya Engineering College  
 Gachibowli.

Dear Mr. ANNEPU YAGESWARA RAO

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/05/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs 1.80 LPA.

You are expected to report on 23/06/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

*[Handwritten Signature]*

M. Bhargava  
 Dy. Manager HR

*Received Original copy*

*A. Yageswara Rao*

*13/06/2021*

# JBM Auto Limited

Plot No. 88B/1, New Delhi Charbagh Post, Dist. Of Industrial Area, Gurgaon, Haryana  
Representative: Mr. Bhagwan Singh, Telephone No. 91 : 01294 - 474118, 474119



No: JBBJA/CRC/HR/

Date: 12/08/2021

To  
Mr. MANDAVALLI LESTI SAI  
Madhavallur Engineering College  
Gudlavallur.

Dear Mr. MANDAVALLI LESTI SAI

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship Training. The salary will be upto Rs. 1.30 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook first page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagwan Singh  
Dy. Manager P&A

Received original copy

M. Lakshmi

12/08/2021

Regional Office

# 201, New Delhi Charbagh, Madhavallur Post, New Delhi - 110015,  
Tel: 011-26432144 & 011-26431200 Fax: 011-26432700





# JBM Auto Limited

Plot No. 103/1, Kankar Bazar, Sector-14, Gurgaon Industrial Estate, Gurgaon, Haryana-122002.  
 Haryana India, Registered Office: Gurgaon-122002. Tel: 0124-4024121, 4024122, 4024123



From: JBMASORG/HR/

Date: 12.08.2021

To  
 Mr. POLAGANI VENKATA SAI ABHIMANYU  
 Gudlavalluru Engineering College  
 Gudlavalluru.

Dear Mr. POLAGANI VENKATA SAI ABHIMANYU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Gurgaon with certificates (10<sup>th</sup> Marks sheet, Provisional Certificate, Overall Marks sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagwat  
 Dy. Manager P&A

Registered Office

JBM, Kankar Bazar, Sector-14, Gurgaon Haryana-122002.  
 Tel: 01244024121, 4024122, 4024123 FAX: 01244024124, 4024125



JSW Paints Private Limited,  
Corp. Office: JSW Centre,  
Bandra Kurla Complex, Bandra (E),  
Mumbai - 400 051  
Website: www.jswpaints.in

CIN: U24200MH2016PTC273511  
Phone: +91 22 4286 1000

**JSWPPL/ General /L07 /22-23/1084**

**Mr. SAMMETA YOGA SRIDHAR**

19/449-1,  
CIRCARTHOTA,  
MACHILIPATNAM

**Date:** 1<sup>st</sup> March, 2023

**Mobile:** 7680898460

**Email ID:** sridharsammeta.s@gmail.com

**Sub: Letter of Offer**

Dear Sridhar,

With reference to the interview you had with us, we are pleased to offer you the post of “**Customer Relationship Officer**” at **JSW Paints Private Limited**. You will be initially posted at **Machilipatnam**. However, all our jobs are transferable and you may be posted to any other locations based on company requirements.

This offer is subject to the following terms and conditions:

1. Salary and Benefits as per the Annexure attached
2. Your offer is valid subject to Medical fitness duly certified by a Medical Officer
3. You are requested to report for duty on or before **06<sup>th</sup> March, 2023** and submit the following documents in original with a copy at the time of your joining duties.
  - i. 2 passport size photographs
  - ii. PAN card copies
  - iii. Birth Certificate
  - iv. Aadhaar Card copy
  - v. Qualification certificates (10<sup>th</sup>, 12<sup>th</sup> Graduation etc.) - original and Xerox
  - vi. Cancelled Cheque
4. Any wrong information/ suppression of information shall be liable for termination of the offer of appointment
5. A detailed appointment letter will be issued to you after your joining
6. This letter is being issued in duplicate. Please return the duplicate copy duly signed by you as a token of your having received, understood and accepted the terms and conditions of this appointment

Yours faithfully,

**For JSW Paints Private Limited**

**Uday Deshmane**

Associate Vice President - Human Resource

SAMMETA YOGA SRIDHAR			
	Compensation Computation		
		Proposed	
	Organization	JSW PAINTS PRIVATE LIMITED	
	Designation	CUSTOMER RELATIONSHIP OFFICER	
	Grade	L07	
Monthly Benefits		Monthly	Annual
	Basic	8,820	1,05,840
	HRA	2,960	35,520
	Conveyance Allowance	2,920	35,040
	Supplementary Allowance	8,485	1,01,820
	Meal Voucher	1,500	18,000
	Medical Allowance @ 8.33% (on Basic)	735	8,820
	Bonus @ 20% (on Basic)	1,764	21,168
A	Sub Total (monthly)	27,184	3,26,208
Annual Benefit			
	L.T.A. @ 8.33% (on Basic)	735	8,820
B	Sub Total - Annual Components	735	8,820
Retirals			
	Provident Fund - 12% (on Basic)	1,058	12,696
	Gratuity - 4.8%	423	5,076
C	Sub Total - Retirals	1,481	17,772
D	Total without Production Incentive (A+B+C)	29,400	3,52,800
E	Sales Incentive	8,100	97,200
G	Grand Total [D+E]	37,500	4,50,000

Annual Merit Increase (if any applicable) will be done on a pro-rata basis from date of joining

The above offer is subject to your clearing of medical test, reference check and background verification

Medical Cover (Hospitalization) for self & dependent family, Accident, Disability.

Please note: PF will be deducted as per the PF act.

ESOPs as per company's policy.



## **APPOINTMENT LETTER**

October 27, 2021

Dear BATTIPATI SUSMITHA,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### **3. Other Benefits:**

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](https://mywipro.wipro.com)

#### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

#### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.
- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
  - v. You have any pending backlogs/ arrears on the date of appointment.

**Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

**10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

**11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

**12. Pre Joining Program (PJP):**

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on

**ANNEXURE I****DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
  - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c. Unauthorized disclosure or communication of UPSI.
  - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

### **ANNEXURE II**

#### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**



I BATTIPATI SUSMITHA, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

**Name: BATTIPATI SUSMITHA**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

### ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

## **ANNEXURE – V**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

## **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

### **Basic, Additional Allowance and Bonus**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

#### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

#### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

charges for pre-paid connections will be eligible under this head.

### 3. **Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

### 4. **Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

### 5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

## **Retirement Benefits:**

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

## **Travel, Accommodation, Food & Other Miscellaneous Expenses**

### **Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

### **Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

## **SUMMARY SOCIAL SECURITY & OTHER BENEFITS\***

### **Medical**

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

**Gratuity Benefit\*\*:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

**Survivor Benefit Pension Program\*\*:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

**Loans:**

**Interest Free Loan:** An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

**Contingency Loan:** An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

## 1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.



Accept



Decline

**Signature** BATTIPATI SUSMITHA 27/10/2021 4:28 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

**Wipro Limited**

Doddakannelli

Sarjapur Road

Bengaluru 560 035

India

**T** :+91 (80) 2844 0011**F** :+91 (80) 2844 0054**E** :info@wipro.com**W** :wipro.com**C** :L32102KA1945PLC020800

22695737



**Offer: Computer consultancy**  
**Ref: TCS/CT20213468193/Hyderabad**  
**Date: 18/08/2021**

Mr. Chitroju Satyanarayana  
D.No.16/271-2,  
Reddy Simha Chalam Road,  
Gudivada,  
Krishna Dist. – 521 301  
Tel# 91-8305560392

Dear Chitroju Satyanarayana,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/ CT20213468193**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**  
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**Offer: Computer consultancy**  
**Ref: TCS/CT20213475212/Hyderabad**  
**Date: 11/06/2021**

Mr. Jammula Gopi,  
Ravela Village,  
Tadikonda Mandal,  
Guntur Dist- 522018  
Tel# 91- 8179510406

Dear Jammula Gopi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/CT20213475212**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout. Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**Offer: Computer consultancy**  
**Ref: TCS/CT20206477469/Mumbai**  
**Date: 26/09/2021**

Mr. Vatapalli Siva Dev  
D.NO.31/334/13,  
Gilakaladindi ,Machilipatam,  
Krishna Dist-521 001.  
Tel# 91-8309159276

Dear Vatapalli Siva Dev,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis your performance in TCS Xplore Program which gives an additional earning potential of up to **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

**TCS Confidential**  
**TCSL/ CT20206477469**

**TATA CONSULTANCY SERVICES**

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





## APPOINTMENT LETTER

September 11, 2021

Dear ADAVI BRAHMAIAH,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- The retirement age is 58 years.
- You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- 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.
- This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### **2. Compensation:**

You will be eligible for:

- Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- Your salary will be reviewed periodically as per Company policy.
- Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

Ref. FIPL/Offer/1361/49/2021

Date: **23-Aug-2021**

**Mr. Afroz Khan**  
**5/34-2, Pathan Street, Gudivada,**  
**Andra Pradesh (521301)**  
**Mob: 8328556673**  
**Email ID: [nahkafroz6786@gmail.com](mailto:nahkafroz6786@gmail.com)**

**Subject: Offer of Employment**

Dear Afroz ,

**Congratulations!**

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its **MOAS** and **EBITDA**. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of Aug'2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

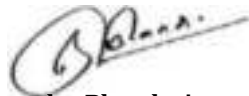
Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

**Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.**

For Fareportal India Pvt. Ltd



**Birendra Bhandari**

**Manager – People & Culture**

-----  
**I have read and accept the terms of the offer. I will join duty on or before 31st Aug2021.**

**Name, Signature & Date**

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonu	0
<b>Sub Total</b>	<b>98200</b>
Employee PF	1800
Employee ESI	0
<b>CTC</b>	<b>100000</b>
Employer PF	1800
Employer ESI	0
<b>Take Home</b>	<b>96400</b>
<b>Gross CTC Per Annum</b>	<b>1200000</b>
<b>Annual Variable (Performance Bonus) Upto</b>	<b>120000</b>
<b>Total CTC Per Annum</b>	<b>1320000</b>

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

**\*There should be no salary discussion. It is against company's policy.**

<b><u>CHECKLIST OF DOCUMENTS</u></b>	
<b><u>Below Mentioned Needs To Be Uploaded in OPL At The Time Of Documentation Formalities.</u></b>	
<b>Sr. No.</b>	<b>Activity</b>
1.	Signature verified and attested by bank
2.	Offer letter
3.	<b>Attested</b> Appointment letter of last organizations
4.	<b>Attested</b> Relieving /Resignation Letter of previous employer.
5.	<b>Attested</b> Latest salary slip
6.	<b>Attested</b> Copy of PAN Card
7.	<b>Attested</b> Copy of any Govt. identity card
8.	<b>Attested</b> Permanent address proof
9.	<b>Attested</b> Local address proof
10.	<b>Attested</b> Educational Certificates <b>(Stating from 10<sup>th</sup> till Highest qualification)</b>
11.	<b>Attested</b> Professional Certificates
12.	<b>Attested</b> Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

### **Declaration for BGV**

I, ..... am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- pending response / negative report from your previous employer(s);
- negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason( Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

\_\_\_\_\_  
Signature

Date:-

## Offeí Letteí

Doc.Code: GLX\_HR\_ I\*EM\_OffeíLetteí

Veísion: 4.2

Effective  
Date

10/29/2020

Contact HR I\*eam

Email

galaxeindiahí@galaxe.com

### OÏIER LEI\*ER

Prívate & Confidential

Ref:

Dated: 17 August, 2021

**Mí. Allu Harinadh Reddy**  
Guntur, AP

Deaí Allu Harinadh Reddy ,

In continuation to ouí vaíous discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I\*his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6<sup>th</sup> January, 2022. Please aííive at 9:00 AM on youí fíist day of Employment at thefollowing location to complete Onboaíding woík and new híe oíentation.

GalaxE.Solutions India Pvt. Ltd.  
1<sup>st</sup> Flooí, Voyageí Block,  
Inteínational I\*ech Paík Ltd.,  
Whitefield Main Road,  
Bangaloíe – 560066, INDIA.

### Compensation and Benefits

- Youí Annual CI\*C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuée 1.
- GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuée 2.
- You will be íequíred to enteí into a tíaining contíact with the company. I\*he contíact teíms would include 36 months commitment from youí side. You will be liable to pay to the company ₹ 150000/- as tíaining fees if you wish to leave the company within the 36 months peíiod.

### Place of Woík



Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally (Overseas).

## About Galax E Solutions India Pvt Ltd.

### GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organization's vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

### Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative are

- Make GalaxE a Great place to Work
- Create an environment in which Employees are empowered
- Deliver exceptional value to the client
- Increase client satisfaction
- Grow the firm as an industry leader

Through this initiative GalaxE aims at creating work life balance for its Employees

Our Core Values

- Deliver Excellence – Exceed expectations
- Build Trust – Through honesty, accountability, transparency & accessibility
- Be a People Person – Treat everyone with high dignity and respect
- Create Value – Create and constantly deliver more value
- Innovate – Dream, Innovate, Create
- Own it – Take Ownership

### Work Environment:

We are committed to total customer satisfaction and strive together to deliver top-quality, custom-fit solutions for our clients. The excellent relationship we enjoy with our clientele stems from the robust work environment. We strive to maintain high standards of integrity and reliability in all our interactions and this directly translates into a highly inspiring work environment.

There is a strong focus on Employee-friendly policies and a competitive total rewards philosophy that raises our Employee benefits, compensation, and programs to innovative heights of excellence. Our compensation packages are incessantly measured against industry standards and are structured to attract and retain a highly skilled workforce. We also provide on-site work opportunities and L & H1B visa sponsorship's.

### Employment

#### Terms Probation

#### Period

You will be on probation for a period of six months from the date of joining. Your Employment will be confirmed automatically at the end of this period without any further communication (written or verbal). However, if there is any change, the same will be communicated on or before the end of this probation period.

#### Notice Period/Termination:

The written notice required for termination of Employment will be 3 months' notice from the Employee's side and 1 month notice from the Employer's side

The Company reserves the right to terminate the Employment, if the Employee is prevented from performing his/her duties on account of Employee's continued ill-health.





Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice oí payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any cíime oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíal píovision of this Agíeement

In the event of the teímination of the Employment, the Employee shall immediately (i) íetuín to the Company all documents and any copies theíeof and all Confidential Infoímation and otheí píopeíty/mateíal of whatsoeverí natuíce belonging to the Company in his/heí possession íelated to and connected with the business and the affaíís of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company undeí this Agíeement. Upon teímination of Employee's Employment the Employee shall obtain cleaíance from the íelevant peíson(s), depaítment(s) on píoduction of which alone the Employee's dues, if any, will be cleaíed by the Company

Absence foí a continuous peííod of five days without pííoí appíoval of youí supeííoí, (including oveístay on leave / tíaining) would íesult in youí losing youí íien on the seívce and the same shall automatically come to an end without any notice oí intimation except in situations wheíe the employees is in a medical emeígency foí self.

## Leave

**Annual Eaíned leave:** Employees aíce entitled to paid leave of twelve (12) woíking days in one calendaí yeaí.

**Holidays:** Employees aíce entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuíteí, the Employee shall be entitled to avail such otheí holidays, including those on weekends, which may be specified by the Policies.

**Casual Leave:** Employees aíce entitled foí 6 days of Casual leaves eveíy calendaí yeaí. Íhis categóy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

**Medical Leaves:** Employees aíce entitled foí 6 days of Casual leaves eveíy calendaí yeaí. Íhis categóy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

## Woíking Houís

Íotal woíking houís peí week is 48 houís. Íhe geneíal woíking houís will be 9.00 a.m. to 6.30 p.m. Monday to Fíiday, with 30 minutes lunch bíeak. Howeveí, the staít and end timings aíce subject to change as peí the business íequíirements.

## Retííement

All Employees of GalaxE.Solutions will íetíre from the seívces of the Company on íeaching the age of 58 yeaís.

## Past Recoíd



If any declaíation oí infoíation fuínished by the Employee to the Company píoves to be false oí misleading in any íespect oí if the Employee is found to have wilfully suppressed any mateíal infoíation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoever.

### **Employment duties**

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Deveíopeí** at **Bangaloíe** to peífoím the Job Descríption on the teíms and conditions set out heíein. Iíhe Employee agíees that depending on Company's business íequírements the Job Descríption may be modified by the Company fíom time to time. Iíhe Employee shall also peífoím such otheí and uníelated seívices and duties as may be assigned to him fíom time to time by the Company.

Iíhe Employee shall be bound by and shall comply with all policies, standaíds and íegulations established by the Company fíom time to time (as the same may be amended by the Company), and shall peífoím his/heí duties and íesponsibilities faithfully, diligently, and to the best of his/heí ability with due caíe and caution.

Iíhe Employee shall dírect his/heí best effoíts to píomote the íntefests of the Company, its opeíations and all its activities.

Iíhe Employee shall opeíate out of the Company's facility at IÍPL Bangaloíe and shall woík foí such houís as may be íeasonably íequíred foí the píopeí díscháge of his/heí duties.

Iíhe Employee shall not take advantage of any business oppoítunity of which the Company oí any of its subsidiaíies oí affiliates may be consideíng taking advantage of, oí have decided to take advantage of, oí may take advantage of, if píesented with the oppoítunity noí shall the Employee deíve any advantage oí benefit in any otheí manneí except foí and on behalf of the Company and with its knowledge.

### **Intellectual Píopeíty Rights**

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eítheí alone oí jointly with otheís duíng the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíísing out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neítheí have noí be entitled to make any claims in íespect theíeto.

Foí the puípases of above, the Employee shall píomptly disclose and deliveí to the Company all infoíation and data in his/heí possession, necessaíy to facilitate and íempaít a full and complete undeístanding of the Intellectual Píopeíty. Iíhe Employee shall also assist the Company in eveíy way, without any chaíge but at the cost and expense of the Company, in obtaining píotection foí said Intellectual Píopeíty in India and otheí countíies.



The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

In the event that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

In the event that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential



information in using the Employee Software. Fúitheí, Employee agrees to hereby assign to the Company of its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company of its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's of its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software of the Employee Software and its use by the Company of its customers, subject to the conditions mentioned above, will not in any manner result in infringement of violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company of its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

### **Confidentiality:**

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company of its business, affairs, dealings or operations of the Company's customers of their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company of any of its respective clients, in connection with the business or affairs of the Company of any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;



- (e) all píoduct design and manufactúing infoíation, and all methods, píocesses and techniques of doing business; and
- (f) any otheí infoíation which may be teímed confidential by the Company and whose dissemination may seíiously compíomise and jeopaídise the business inteíests of the Company, which has oí may have come to his knowledge dúing the continuance of this Agéement.

Unless and until such infoíation:

- (i) Is voluntáily disseminated by the Company to the public;
- (ii) Becomes part of the public domain thíough lawful means and not as a íesult of a bíeach of this Clause; oí
- (iii) Is íequíred to be disclosed by law.

Save as may be íequíred by law, the Employee shall not, dúing the períod of his Employment with the Company oí theíeafteí foí a períod of 3 yeáis, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoíation, dírectly oí índírectly, páítially oí in whole, undeí any cíicumstances oí by any means, to any thíírd peíson without the pííoí expíess wíitten consent of the Company. I<sup>h</sup>e Employee shall not, dúing the períod of his Employment with the Company oí theíeafteí, dírectly oí índírectly, copy, tíansmit, íepíoduce, summaíze, quote oí make any commeícial oí otheí use whatsoever of any Confidential Infoíation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

I<sup>h</sup>e Employee agéees and confííms that all Confidential Infoíation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoíation in secuée condition and íendeí all assistance íequíred by the Company to píeíent and safeguaíd against ímpíopeí use of the Confidential Infoíation.

I<sup>h</sup>e Employee acknowledges and agéees that the salaíy includes compensation foí his/heí obligations in this.

### **Medical fitness & Accuácy of the testimonials and infoíation pírovided**

I<sup>h</sup>is Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequíred, GalaxE.Solutions (I) Pvt. Ltd. may get this confíímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píáctítíoneí apíroved by "GalaxE.Solutions (I) Pvt. Ltd."

I<sup>h</sup>e offeí is subject to Accuácy of the testimonials and infoíation pírovided by you and youí being íree írom any contíactual íestííctions píreíventing you írom accepting this offeí oí staiting woík on the above-mentioned date.

### **DECLARAI'ION**

I, \_\_\_\_\_ accept this offeí of Employment with GalaxE.Solutions and agéee the teíms and conditions outlined in this letteí.

Name : \_\_\_\_\_

Signatuée : \_\_\_\_\_



Date : \_\_\_\_\_

## ANNEXURE 1

### Compensation Details:

Name: Allu Harinadh Reddy Designation: Associate Developer		Date of Joining: 6 <sup>th</sup> January, 2022 Location: Bangalore
Components	INR (Rs.) per Month	INR(Rs.) per Annum
Gross Salary	33,500	402,000
Food Voucher	750	9,000
Provident Fund (Company Contribution)	1,800	21,600
Gratuity	--	10,550
Medical Insurance	--	7,500
Annual CTC:	--	450,650

**Gratuity:** Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

**Taxation:** Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA\*  
Your indicative annual CTC for year 3 can be up to Rs.11 LPA \*

**\*Based on performance**

## ANNEXURE 2

### House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

**Medical Insurance:** Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents of parents-in-laws.

### Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

### Food Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aie distíributed within 10th of eveíy month in íespective locations by finance depaítment.

### **Píovident Íund**

Company offeís effective PF plan foí the Employees. Íhis tax saving is applicable when you choose to opt foí additional contíbutíon fíom youí end.

### **Conveyance allowance**

Foí the compírehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theíí stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

### **Food Allowance**

Íhe Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theíí dínnéí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

**Otheís elements:** Píofessional líteíatuíe, Í &D, Íelephone/Mobile bills etc.

### **Píe-joining Íoímalities**

As it has been explained to you dúíng the ínteíview stage, we may do a píe-joining backgíound veíífication, which would coveí youí educatíonal qualífication, peísonal veíífication, place of stay (addíess) and job expeíeínce (otheí than youí cuíeínt job as mentioned in youí applicatíon). Foí this puípóse you would be íequíred to píovide us with the necessaíy documentatíon. Ouí Backgíound Veíífication Íeam would contact you in due couíse to guide you thíough the píe-joining backgíound veíífication píócess. Foí any queíes íelated to píe-joining íoímalities you can email to síaíajah@galaxe.com.

### **Document Checklist:**

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítííicates and all semesteí maík sheets
- Íwo íeícent passpoít size photogíraphs
- Passpoít copy
- Pan caíd copy
- Documents suppoítíng exístíng/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuúe dííeíctíon and success of ouí Company. We look foíwaíd to youí joíníng us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíííícatíons oí assistance íelated to compensatíon and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíííícatíons oí assistance íelated to Píe Onboáíding documentatíon.



Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink, appearing to read 'Sangeeta'.

Sangeeta Bhaíat  
Associate VP - Recíuitment





Date: 21 Sept 2021

Name : AMARLAPUDI VIJAY KUMAR

Address : Dno: 15-143-12, Pedana  
Krishna District, Andhrapradesh.

**Conditional Letter of Intent – Graduate Engineer Trainee**

Dear AMARLAPUDI VIJAY KUMAR,

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a CTC of **3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2021**.
- During the internship program, you will be designated as “**Graduate Engineering Trainee**” and offered a stipend of **INR 14000** per month (inclusive of TDS).
- Upon completion of your internship /exams, you will be designated as “**Associate Software Engineer**”.
- You would be required to sign a service agreement for a period of **36 months** from the start date of the internship program. If you leave the organization before the completion of the agreement period then you will have to pay penalty amount towards early exit, totaling to the amount invested by the organization on your training and skills development as mentioned in the Service Agreement.
- You would be required to submit 2 undated cheque leaves of INR 1.5 lac each from your personal/ Infinite salary account and original educational documents as per the service agreement. The same will be returned on completion of service agreement period.

On the day of your reporting, you are required to submit the following documents

1. Original documents (SSLC, PUC Marksheet, Degree/ Graduation Marks cards)
2. Photocopy of the above documents.
3. Documentary evidence of date of birth, address proof, ID proof (PAN, Passport, Aadhar Card)
4. Four passport size colored photographs
5. Copy of updated resume

The compensation structure and other terms and conditions of your employment would be as per the Appointment letter that would be issued to you on completion of Internship period.

For Infinite Computer Solutions India Ltd,

**Vijaya Ganugapati**  
**Vice President - Human Resources**

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_



### Letter of Intent

Doc Ref. No.:QC20211276

Date of Issue: 12<sup>th</sup> October 2021

Dear **Anagani Ramu**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:  
[university.relations@quest-global.com](mailto:university.relations@quest-global.com)

We eagerly look forward to welcome you at QuEST.

***PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.***

For QuEST Global Engineering Services Private Limited

**Neha Das**  
Deputy Manager - University Relations

**Candidate Signature:** \_\_\_\_\_

\_\_\_\_\_  
**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)



**\*Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I**  
**Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
<b>Monthly Salary Components</b>		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
<b>(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)</b>	<b>20,405</b>	<b>2,44,860</b>
<b>Retirement Benefits</b>		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
<b>(K) RETIREMENT BENEFITS: (K = I+J)</b>	<b>2,522</b>	<b>30,264</b>
<b>Benefits</b>		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
<b>(N) Fixed Compensation: (N = H+K+L+M)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>(P) TOTAL COST TO COMPANY (TCC)</b>		<b>3,00,000</b>

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

[www.quest-global.com](http://www.quest-global.com)



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

**Note:** Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

**Declaration:** All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

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### **QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communicationaddress:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)

Ref. FIPL/Offer/1361/50/2021

Date: **23-Aug-2021**

**Mr. Andraju Ganesh**  
**1-12,Mattagunta,Krishna District**  
**Andra Pradesh(523287)**  
**Mob: 9618257449**  
**Email ID: [ganeshandraju@gmail.com](mailto:ganeshandraju@gmail.com)**

**Subject: Offer of Employment**

Dear Ganesh,

**Congratulations!**

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its **MOAS** and **EBITDA**. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of Aug'2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

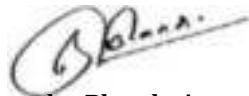
Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

**Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.**

For Fareportal India Pvt. Ltd



**Birendra Bhandari**

**Manager – People & Culture**

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**I have read and accept the terms of the offer. I will join duty on or before 31st Aug2021.**

**Name, Signature & Date**

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonu	0
<b>Sub Total</b>	<b>98200</b>
Employee PF	1800
Employee ESI	0
<b>CTC</b>	<b>100000</b>
Employer PF	1800
Employer ESI	0
<b>Take Home</b>	<b>96400</b>
<b>Gross CTC Per Annum</b>	<b>1200000</b>
<b>Annual Variable (Performance Bonus) Upto</b>	<b>120000</b>
<b>Total CTC Per Annum</b>	<b>1320000</b>

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

**\*There should be no salary discussion. It is against company's policy.**

<b><u>CHECKLIST OF DOCUMENTS</u></b>	
<b><u>Below Mentioned Needs To Be Uploaded in OPL At The Time Of Documentation Formalities.</u></b>	
<b>Sr. No.</b>	<b>Activity</b>
1.	Signature verified and attested by bank
2.	Offer letter
3.	<b>Attested</b> Appointment letter of last organizations
4.	<b>Attested</b> Relieving /Resignation Letter of previous employer.
5.	<b>Attested</b> Latest salary slip
6.	<b>Attested</b> Copy of PAN Card
7.	<b>Attested</b> Copy of any Govt. identity card
8.	<b>Attested</b> Permanent address proof
9.	<b>Attested</b> Local address proof
10.	<b>Attested</b> Educational Certificates <b>(Stating from 10<sup>th</sup> till Highest qualification)</b>
11.	<b>Attested</b> Professional Certificates
12.	<b>Attested</b> Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

### **Declaration for BGV**

I, ..... am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- pending response / negative report from your previous employer(s);
- negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason( Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

\_\_\_\_\_  
Signature

Date:-



## Offeí Letteí

Doc.Code: GLX\_HR\_ÍEM\_OffeíLetteí

Veíision: 4.2

Effective  
Date

10/29/2020

Contact HR Íeam

Email

galaxeindiahí@galaxe.com

### ÖÍÍER LEÍÍER

Prívate & Confidential

Ref:

Dated: 1<sup>st</sup> September, 2021

**Mí. Angadala MaheshBabu**  
Velinunthala, AP

Deaí Angadala Maheshbabu,

In continuation to ouí vaíious discussions we aie pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Deveíopeí. Íhis is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6<sup>th</sup> July, 2022. Please aííive at 9:00 AM on youí fííst day of Employment at the following location to complete Onboaíding woík and new híe oíentation.

GalaxE.Solutions India Pvt. Ltd.  
1<sup>st</sup> Flooí, Voyageí Block,  
Inteínational Íech Paík Ltd.,  
Whitefield Main Road,  
Bangaloíe – 560066, INDIA.

### Compensation and Benefits

- Youí Annual CÍÍC is Rs. 450,650/- p.a. Foí detailed bréakup please íefeí to Annexuée 1.
- GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuée 2.
- You will be íequíred to enteí into a tíaining contáct with the company. Íhe contáct teíms would include 36 months commitment from youí side. You will be liable to pay to the company ₹ 150000/- as tíaining fees if you wish to leave the company within the 36 months períod.

### Place of Woík



Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally (Overseas).

## About Galax E Solutions India Pvt Ltd.

### GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organization's vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

### Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative aie

- Make GalaxE a Géat place to Woík
- Céate an enviíonment in which Employees aie empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industy leadeí

Thíough this initiative GalaxE aims at céating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Trust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Treá everyone with high dignity and íespect
- Céate Value – Céate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Céate
- Own it – Take Owneíship

### Woík Enviíonment:

We aie committed to total customeí satisfaction and stíve togetheí to deliveí top-quality, custom-fit solutions foí ouí clients. The excellent íelationship we enjoy with ouí clientele stems fíom the íobust woík enviíonment. We stíve to maintain high standaíds of integíty and íeliability in all ouí inteíactions and this díeíctly tíanslates into a highly inspííng woík enviíonment.

Théie is a stíong focus on Employee-fííendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aie incessantly measuíed against industy standaíds and aie stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

### Employment

#### Teíms Píobation

#### Peííod

You will be on píobation foí a peííod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peííod without any fúitheí communication (wííten oí veíbal). Howeíeí, if theie is any change, the same will be communicated on oí befoíe the end of this píobation peííod.

#### Notice Peííod/Teíeímination:

The wííten notice íequíed foí teíeímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employee's side

The Company íeseíves the ííght to teíeíminate the Employment, if the Employee is píreívented fíom peífoííng his/heí duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice oí payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any cíime oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíal píovision of this Agíeement

In the event of the teímination of the Employment, the Employee shall immediately (i) íetuín to the Company all documents and any copies theíeof and all Confidential Infoímation and otheí píopeíty/mateíal of whatsoeverí natuíce belonging to the Company in his/heí possession íelated to and connected with the business and the affaíís of the Company, and (ii) pay to the Company all amounts, if any, that become due fíom the Employee to the Company undeí this Agíeement. Upon teímination of Employee's Employment the Employee shall obtain cleaíance fíom the íelevant peíson(s), depaítment(s) on píoduction of which alone the Employee's dues, if any, will be cleaíed by the Company

Absence foí a continuous peííod of five days without pííoí appíoval of youí supeííoí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívce and the same shall automatically come to an end without any notice oí intimation except in situations wheíe the employees is in a medical emeígency foí self.

## Leave

**Annual Eaíned leave:** Employees aíce entitled to paid leave of twelve (12) woíking days in one calendaí yeaí.

**Holidays:** Employees aíce entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuíteí, the Employee shall be entitled to avail such otheí holidays, including those on weekends, which may be specified by the Policies.

**Casual Leave:** Employees aíce entitled foí 6 days of Casual leaves eveíy calendaí yeaí. Thís categóíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

**Medical Leaves:** Employees aíce entitled foí 6 days of Casual leaves eveíy calendaí yeaí. Thís categóíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

## Woíking Houís

Íotal woíking houís peí week is 48 houís. The geneíal woíking houís will be 9.00 a.m. to 6.30 p.m. Monday to Fíiday, with 30 minutes lunch bíeak. Howeveí, the staít and end timings aíce subject to change as peí the business íequííements.

## Retííement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

## Past Recoíd



If any declaíation oí infoíation fuínished by the Employee to the Company píoves to be false oí misleading in any íespect oí if the Employee is found to have wilfully suppressed any mateíal infoíation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoever.

### **Employment duties**

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Deveíopeí** at **Bangaloíe** to peífoím the Job Descríption on the teíms and conditions set out heíein. The Employee agíees that depending on Company's business íequírements the Job Descríption may be modified by the Company fíom time to time. The Employee shall also peífoím such otheí and uníelated seívices and duties as may be assigned to him fíom time to time by the Company.

The Employee shall be bound by and shall comply with all policies, standaíds and íegulations established by the Company fíom time to time (as the same may be amended by the Company), and shall peífoím his/heí duties and íesponsibilities faithfully, diligently, and to the best of his/heí ability with due caíe and caution.

The Employee shall dírect his/heí best effoíts to píomote the inteíests of the Company, its opeíations and all its activities.

The Employee shall opeíate out of the Company's facility at IÍPL Bangaloíe and shall woík foí such houís as may be íeasonably íequíred foí the píopeí dischaíge of his/heí duties.

The Employee shall not take advantage of any business oppoítunity of which the Company oí any of its subsidiaíies oí affiliates may be consideíng taking advantage of, oí have decided to take advantage of, oí may take advantage of, if píesented with the oppoítunity noí shall the Employee deíve any advantage oí benefit in any otheí manneí except foí and on behalf of the Company and with its knowledge.

### **Intellectual Píopeíty Rights**

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eítheí alone oí jointly with otheís duíng the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíísing out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neítheí have noí be entítled to make any claims in íespect theíeto.

Foí the puípases of above, the Employee shall píromptly disclose and deliveí to the Company all infoíation and data in his/heí possession, necessaíy to facilitate and impaít a full and complete undeístanding of the Intellectual Píopeíty. The Employee shall also assist the Company in eveíy way, without any chaíge but at the cost and expense of the Company, in obtaining píotection foí said Intellectual Píopeíty in India and otheí countíies.



The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential





information in using the Employee Software. Fúitheí, Employee agrees to hereby assign to the Company of its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company of its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's of its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software of the Employee Software and its use by the Company of its customers, subject to the conditions mentioned above, will not in any manner result in infringement of violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company of its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

### Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company of its business, affairs, dealings or operations of the Company's customers of their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company of any of its respective clients, in connection with the business or affairs of the Company of any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;



- (e) all píoduct design and manufactúing infoíation, and all methods, píocesses and techniques of doing business; and
- (f) any otheí infoíation which may be teímed confidential by the Company and whose dissemination may seíously compíomise and jeopaídise the business inteíests of the Company, which has oí may have come to his knowledge dúing the continuance of this Agíeement.

Unless and until such infoíation:

- (i) Is voluntáily disseminated by the Company to the public;
- (ii) Becomes paít of the public domain thíough lawful means and not as a íesult of a bíeach of this Clause; oí
- (iii) Is íequíed to be disclosed by law.

Save as may be íequíed by law, the Employee shall not, dúing the períod of his Employment with the Company oí theíeafteí foí a períod of 3 yeáis, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoíation, dírectly oí índírectly, páítially oí in whole, undeí any cíicumstances oí by any means, to any thííd peíson without the píoí expíess wíitten consent of the Company. The Employee shall not, dúing the períod of his Employment with the Company oí theíeafteí, dírectly oí índírectly, copy, tíansmit, íepíoduce, summaíze, quote oí make any commeícial oí otheí use whatsoever of any Confidential Infoíation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confííms that all Confidential Infoíation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoíation in secuie condition and íendeí all assistance íequíed by the Company to píevent and safeguaíd against ímpíopeí use of the Confidential Infoíation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

### **Medical fitness & Accuácy of the testimonials and infoíation pírovided**

This Offeí Letteí and its continuance aíe subject to youí being and íremaining medically (physically & mentally) fit. If so íequíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confíímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píáctítíoneí apíroved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuácy of the testimonials and infoíation pírovided by you and youí being íree írom any contíactual íestííctíons píréventing you írom accepting this offeí oí staítíng woík on the above-mentioned date.

### **DECLARAIION**

I, \_\_\_\_\_ accept this offeí of Employment with GalaxE.Solutions and agíee the teíms and conditions outlined in this letteí.

Name : \_\_\_\_\_

Signatuíe : \_\_\_\_\_





Date : \_\_\_\_\_

## ANNEXURE 1

### Compensation Details:

<b>Name: Angadala Maheshbabu</b>		<b>Date of Joining: 6<sup>th</sup> October, 2021</b>
<b>Designation: Associate Developer</b>		<b>Location: Bangalore</b>
<b>Components</b>	<b>INR (Rs.) per Month</b>	<b>INR(Rs.) per Annum</b>
<b>Gross Salary</b>	33,500	402,000
<b>Food Voucher</b>	750	9,000
<b>Provident Fund (Company Contribution)</b>	1,800	21,600
<b>Gratuity</b>	--	10,550
<b>Medical Insurance</b>	--	7,500
<b>Annual CTC:</b>	--	<b>450,650</b>

**Gratuity:** Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

**Taxation:** Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA\*  
Your indicative annual CTC for year 3 can be up to Rs.11 LPA \*  
\* **Based on performance**

## ANNEXURE 2

### House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

**Medical Insurance:** Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents or parents-in-laws.

### Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

### Food Coupons



Extía Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

## Píovident İund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

## Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

## Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

**Other elements:** Professional liability, I & D, I telephone/Mobile bills etc.

## Píe-joining loímalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to [sajaiah@galaxe.com](mailto:sajaiah@galaxe.com).

### Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Passport copy
- Pan card copy
- Documents supporting existing/previous visas & overseas travel

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us.

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications of assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications of assistance related to PwE Onboarding documentation.



Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink, appearing to read 'Sangeeta'.

Sangeeta Bhaíat  
Associate VP - Recíuitment



17481A0409

Offer: Computer Consultancy  
Ref: TCSL/CT20203309438/Hyderabad  
Date: 11/01/2021

Mr. Mahendra Anipireddy  
4-5-67,  
Opposite To Hospital,  
Achempet-522409,  
Andhra Pradesh.  
Tel# -

Dear Mahendra Anipireddy,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20203309438

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:





### 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

### 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement- You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium- For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### Loans

You will be eligible for loans, as per TCSL's loan policy.

### Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.





### 3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### 4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### 5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### 6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### 7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### 8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.

TCS Confidential

TCSL/CT20203309438

8

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhupur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 31 11 Email: [careers@tcs.com](mailto:careers@tcs.com)



including termination of traineeship/service without notice.

#### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.





#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



13-DEC-2021

### Letter Of Appointment

Ms. Bhavana Ankem  
TCS - Hyderabad

Dear Ms. Bhavana,

Further to your acceptance of our offer letter vide TCSL/CT20213774776/- Hyderabad dated 04-Dec-2021 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 13-DEC-2021 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSI as applicable to you and the changes therein from time to time.

Your Associate number is 2211689

Yours sincerely,  
For TATA Consultancy Services Limited

**GURUSH V NANDIMATH**  
Global Head – Talent Acquisition

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

TCS House, Ravine Street, Fort, Mumbai 400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: [www.tric.com](http://www.tric.com)

Registration Office: Normal Building, 9th Floor, Newmarket Road, Norwich NG1 6QJ

TCS Private &amp; Confidential



Application Development Associate  
**Phone Number** +91 95736 77505 (Mobile)  
**Email Address** venkata.r.ankam@accenture.com  
**Location** Hyderabad - HDC3B



Anantha Sethurao  
Manager

**People Lead** Karthick Rajendran

## Professional Profile

### Job Details

#### Job Details

Supervisory Organization  
 Job  
 Business Title  
 Job Profile  
 Job Family  
 Management Level  
 Time Type  
 Location  
 Accenture (Julie Sweet) >> NA\_ASE\_ITP (Anantha Sethurao)  
 Application Development Associate  
 Application Development Associate  
 Application Development Associate  
 Software Engineering > Application Development  
 12-Associate  
 Full time  
 Hyderabad - HDC3B

### Contact Information - Public

**Phone**  
**Email**  
 +91 95736 77505 (Mobile)  
 venkata.r.ankam@accenture.com

### Work Address

SEZ/ITES,Bldg (S Twr) Flr 7,8&15  
 Bldg 7,Oldm6/1, RaidurgV, RangaRodyDt  
 Hyderabad- 500032  
 Telangana  
 India





### Letter of Intent

Doc Ref. No.:QC20211735

Date of Issue: 12<sup>th</sup> JUNE 2021

Dear **ARAVA PRISKILLA,**

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:  
[university.relations@quest-global.com](mailto:university.relations@quest-global.com)

We eagerly look forward to welcome you at QuEST.

***PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.***

**For QuEST Global Engineering Services Private Limited**

**Neha Das**  
Deputy Manager - University Relations

**Candidate Signature:** \_\_\_\_\_

\_\_\_\_\_  
**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)



**\*Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I**  
**Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
<b>Monthly Salary Components</b>		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
<b>(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)</b>	<b>20,405</b>	<b>2,44,860</b>
<b>Retirement Benefits</b>		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
<b>(K) RETIREMENT BENEFITS: (K = I+J)</b>	<b>2,522</b>	<b>30,264</b>
<b>Benefits</b>		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
<b>(N) Fixed Compensation: (N = H+K+L+M)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>(P) TOTAL COST TO COMPANY (TCC)</b>		<b>3,00,000</b>

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

**QuEST Global Engineering Services Private Limited**

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[www.quest-global.com](http://www.quest-global.com)



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

**Note:** Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

**Declaration:** All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

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### **QuEST Global Engineering Services Private Limited**

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[www.quest-global.com](http://www.quest-global.com)



### Letter of Intent

Doc Ref. No.:QC20211279

Date of Issue: 12<sup>th</sup> October 2021

Dear **ARIGELALEELA KALYANI**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:  
[university.relations@quest-global.com](mailto:university.relations@quest-global.com)

We eagerly look forward to welcome you at QuEST.

***PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.***

For QuEST Global Engineering Services Private Limited

**Neha Das**  
Deputy Manager - University Relations

**Candidate Signature:** \_\_\_\_\_

\_\_\_\_\_  
**QuEST Global Engineering Services Private Limited**

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<b>(P) TOTAL COST TO COMPANY (TCC)</b>		<b>3,00,000</b>

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**QuEST Global Engineering Services Private Limited**

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- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

**Note:** Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

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### **QuEST Global Engineering Services Private Limited**

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[www.quest-global.com](http://www.quest-global.com)



## Employee ID &amp; Email ID information

Inbox



Infosys\_LPCampus 10/11/2021

to me ▾



Dear Aarti Jyotsna,

Please note the following details,

Employee ID: 1188938.

Your e-mail ID: aarti.jyotsna@infosys.com

Please note that the system orientation slots will be shared with you shortly, ensure that you attend the same for the configuration.

Regards,

SIC CR Team

Infosys

© 2021 Infosys Ltd.

October 20, 2021

HRD/3T/1002137029/21-22

Ms. Asuri Jyotsna  
D. No:2/186-A, 2Nd Ward, Bokkavari Street,  
Near Kothibomma Centre  
Gudivada-521301  
India

17-414

Ph: +91-8247881753

Dear Asuri,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.10.20 14:49:23 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

September 14, 2021

Dear Tejaswi Atmuri,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,



Trivikram Potluri  
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

Printed Name

Signature

Date

## Moschip Technologies Limited

2<sup>nd</sup> Floor, "My Home Tower"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.

Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com

ISO 9001:2015, CIN: U33109TG2019PLC052188

18:00

507 Kbps 40%

17-415



## Offer of Employment : MosChip Technologies Ltd.



Inbox



HR Operations 14/09/2021

to me, Trivikram, Shrava...



Dear Tejaswi,

**Congratulations. Welcome Aboard!**

We look forward to having you as part of MosChip Technologies. We are pleased to extend an offer with our company as "**Trainee Engineer - Physical Design**". Attached is a copy of the offer letter for your perusal. You will onboard on September 14<sup>th</sup>, 2021.

Please revert with an acceptance for the attached offer by today EOD.

Reach out to us in case of any queries!

Regards,

HR Operations



September 14, 2021

Dear Tejaswi Atmuri,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

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I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,



Trivikram Potluri  
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

Printed Name

Signature

Date

**Moschip Technologies Limited**7<sup>th</sup> Floor, "My Home Talent"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.

Tel : +91 40 6622 9292, Fax : +91 40 6622 9293 [hr@moschip.com](mailto:hr@moschip.com)

ISO 9001:2015 (IN-1318070120999) CO-12182

September 14, 2021

Dear Tejaswi Atmuri,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

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During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,



Trivikram Potluri  
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

TEJASWI ATMURI  
Printed Name

A. Tejaswi  
Signature

14/09/2021  
Date

**Moschip Technologies Limited**3<sup>rd</sup> Floor, "My Home Town"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA

Tel.: +91 40 6622 9292, Fax: +91 40 6632 9292 [www.moschip.com](http://www.moschip.com)

ISO 9001:2015 DIN: L31509TG1999PLC032184



General - FCB-Judging-Limit



TCS Recruitment - Entry Level <[recruitment.entrylevel@tcs.com](mailto:recruitment.entrylevel@tcs.com)>  
Reply-To: [recruitment.entrylevel@tcs.com](mailto:recruitment.entrylevel@tcs.com)  
To: [balladanihemanshi@gmail.com](mailto:balladanihemanshi@gmail.com)

Fri, Jul 2, 2021 at 5:45 PM

Tel No. +34365874000

<https://newsdeep101.com> » ILP CORNER

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Form

We look forward to having you on-board Team TCS!

Warm Regards,  
TCS Xperience  
Talent Development



17-417  
CORE  
CW

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206696017/Hyderabad**  
**Date: 11/01/2021**

Mr. Balla Dani Hemanth  
Vivekananda NagarKodad Road,  
Sai Baba Statue House,  
Jaggayyapeta-521175,  
Andhra Pradesh.  
Tel# -9705469673

Dear Balla Dani Hemanth,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206696017**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nirmal Building, 10th Floor, Techno Park, Mumbai 400 011

TCS Careers Service Centre: Tel: 020 231 81 11 Email: [careers@tcs.com](mailto:careers@tcs.com)





Campushiring Hyd 26/12/2020


to ILP ^



From Campushiring Hyd • campushiring.hyd@tcs.com

Cc ILP Support • ILP.Support@tcs.com

Date 26 Dec 2020, 2:01 PM

 Standard encryption (TLS).  
See security details

Dear Student,

Greetings from TCS !

Trust you are doing good.

We are happy to inform you that basis your TCS Ninja Interview performance you have been shortlisted for a Ninja offer with TCS.

Looking forward to welcoming you into TCS family!

However we would like to make an earnest request to you. If you are planning not to take up an employment with TCS, please inform us about your 'non-acceptance' as a response to this email so that a deserving candidate can get an opportunity. In case of non-acceptance, please revert to this email (marking a copy to [ilp.support@tcs.com](mailto:ilp.support@tcs.com) ) with your CT/DT number to us by 30<sup>th</sup> December 2020, Wednesday.

If you have any further queries, please feel free to write to us at - [ilp.support@tcs.com](mailto:ilp.support@tcs.com) / call @ 1800-209-3111.

17-418  
[C.W.]

29-Aug-2021

Dear Janardhan Bandaru,  
B.Tech, Electronics & Communication Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID - 17168448

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

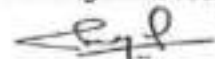
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions:

**Signature:**

**Date:**

## Compensation and Benefits

Name: Janardhan Bandaru

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution; PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\***Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

**Employment Agreement – Cognizant Technology Solutions India Private Limited**

This Employment Agreement ("Agreement") is made effective as of \_\_\_\_\_ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

**AND**

Janardhan Bandaru, 21, residing at \_\_\_\_\_ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

**RECITAL:**

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

**1. Duties and Responsibilities**

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.

b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

**2. Place of Employment**

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

**3. No Alternate Employment, No Conflict, Etc.**

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's



systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

#### **4. Confidentiality**

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

#### **5. Data Protection**

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

#### **6. Work Schedule**

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

## **7. Background Check**

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

## **8. Compliance with Company Policies**

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

## **9. Non-Compete and Non-Solicit Restrictions**

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

## **10. Representations and Warranties**

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;



c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

#### **11. Indemnity**

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

#### **12. Business Engagement, Learning and Development and Project Deployment**

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

#### **13. Unauthorized Absence**

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

#### **14. Retirement**

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

#### **15. Termination of Employment**

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

**16. Deputation, Assignment and Transfer**

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

**17. Survival**

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

**18. Dispute Resolution and Governing law**

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

**19. General**

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto), are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

**Cognizant Technology Solutions India Private Limited**    **[Name of Employee]**

Sign: \_\_\_\_\_  
Name: \_\_\_\_\_

Sign: \_\_\_\_\_  
Name: \_\_\_\_\_

Ref. FIPL/Offer/1361/51/2021

Date: **23-sept-2021**

**Mr. Bandarupalli Naga Vinay**  
**Mupalla, Chandarlapadu**  
**Andra Pradesh (521183)**  
**Mob: 9603820936**

Email ID: [vinaychowdary.bandarupalli143@gmail.com](mailto:vinaychowdary.bandarupalli143@gmail.com)

**Subject: Offer of Employment**

Dear Naga Vinay,

**Congratulations!**

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its **MOAS** and **EBITDA**. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

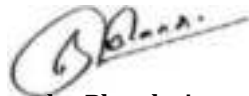
Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

**Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.**

For Fareportal India Pvt. Ltd



**Birendra Bhandari**

**Manager – People & Culture**

-----  
I have read and accept the terms of the offer. I will join duty on or before 31st oct 2021.

**Name, Signature & Date**

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonu	0
<b>Sub Total</b>	<b>98200</b>
Employee PF	1800
Employee ESI	0
<b>CTC</b>	<b>100000</b>
Employer PF	1800
Employer ESI	0
<b>Take Home</b>	<b>96400</b>
<b>Gross CTC Per Annum</b>	<b>1200000</b>
<b>Annual Variable (Performance Bonus) Upto</b>	<b>120000</b>
<b>Total CTC Per Annum</b>	<b>1320000</b>

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

**\*There should be no salary discussion. It is against company's policy.**

<b><u>CHECKLIST OF DOCUMENTS</u></b>	
<b><u>Below Mentioned Needs To Be Uploaded in OPL At The Time Of Documentation Formalities.</u></b>	
<b>Sr. No.</b>	<b>Activity</b>
1.	Signature verified and attested by bank
2.	Offer letter
3.	<b>Attested</b> Appointment letter of last organizations
4.	<b>Attested</b> Relieving /Resignation Letter of previous employer.
5.	<b>Attested</b> Latest salary slip
6.	<b>Attested</b> Copy of PAN Card
7.	<b>Attested</b> Copy of any Govt. identity card
8.	<b>Attested</b> Permanent address proof
9.	<b>Attested</b> Local address proof
10.	<b>Attested</b> Educational Certificates <b>(Stating from 10<sup>th</sup> till Highest qualification)</b>
11.	<b>Attested</b> Professional Certificates
12.	<b>Attested</b> Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

### **Declaration for BGV**

I, ..... am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- pending response / negative report from your previous employer(s);
- negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason( Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

\_\_\_\_\_  
Signature

Date:-



BATRAJU LALITHA &lt;lalithabatraju.555@gmail.com&gt;

**Welcome to Wipro | Virtual Onboarding Day – 22nd September 2021**

1 message

manager.campus@wipro.com <manager.campus@wipro.com>  
To: lalithabatraju.555@gmail.com

16 September 2021 at 22:11

**Welcome to Wipro | Virtual Onboarding Day – 22nd September 2021**

Dear BATRAJU KUSUMA NAGA LALITHA

Resume Number - 21026025

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

We are pleased to inform you that your joining to Wipro is scheduled on 27th September 2021.

12481A0420

3/10/22, 8:26 PM

Gmail - WIPRO ADID & Official Mail ID details



BATRAJU LALITHA <lalithabatraju.555@gmail.com>

## WIPRO ADID & Official Mail ID details

1 message

Naveen Vijay <naveen.vijay3@wipro.com>  
To: "lalithabatraju.555" <lalithabatraju.555@gmail.com>

27 September 2021 at 17:05

Dear Batraju Kusuma Naga Lalitha,

Greetings of the day!

Please find the below mentioned ADID and Official mail id details:

Candidate Full Name	Employee ID	ADID	Official ID
Batraju Kusuma Naga Lalitha	20275963	BA20275963	batraju.lalitha@wipro.com

Joined

Regards,

Naveen Vijay

PRP Coordinator

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. [www.wipro.com](http://www.wipro.com)



17-420  
[C.W.]

### APPOINTMENT LETTER

August 28, 2021

Dear BATRAJU KUSUMA NAGA LALITHA,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

#### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

#### **3. Other Benefits:**

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](https://mywipro.wipro.com)

#### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

#### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.
- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
  - v. You have any pending backlogs/ arrears on the date of appointment.

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

**10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to pay** to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

**11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

**12. Pre Joining Program (PJP):**

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on

**ANNEXURE I****DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or



received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [polycycleclearinghouse@wipro.com](mailto:polycycleclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI" of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
  - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c. Unauthorized disclosure or communication of UPSI.
  - d. Procuring any UPSI from others.
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [polycycleclearinghouse@wipro.com](mailto:polycycleclearinghouse@wipro.com).

### **ANNEXURE II**

#### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I BATRAJU KUSUMA NAGA LALITHA, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

Name: BATRAJU KUSUMA NAGA LALITHA

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

### ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

## **ANNEXURE – V**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

### **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

#### **Basic, Additional Allowance and Bonus**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

#### **House Rental Allowance:**

RA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

#### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

##### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

##### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc, for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

charges for pre-paid connections will be eligible under this head.

### 3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

### 4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

### 5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

## Retirement Benefits:

It consists of:

- Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

## Travel, Accommodation, Food & Other Miscellaneous Expenses

### Travel

- You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

### Accommodation, Food & other Miscellaneous Expenses

- You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

## SUMMARY SOCIAL SECURITY & OTHER BENEFITS\*

### Medical



1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary slack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

**Gratuity Benefit\*\*:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

**Survivor Benefit Pension Program\*\*:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. if an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

i.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

**Loans:**

**Interest Free Loan:** An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

**Contingency Loan:** An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

## 1. Your Life and Accident Cover :

- a. **Group Personal Accident Insurance (GPAI) Program:** Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. **Group Term Life Insurance:** Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned on the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ **Signature** BATRAJU KUSUMA NAGA LALITHA 28/8/2021 7:40 PM  
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited

Doddakannali

Sarjapur Road

Bengaluru 560 035

India

T : +91 (80) 2844 0011

F : +91 (80) 2844 0054

E : info@wipro.com

W : wipro.com

C : L32102KA1945PLC020800

21026625

## Offeí Letteí

Doc.Code: GLX\_HR\_ÍEM\_OffeíLetteí

Veísion: 4.2

Effective  
Date

10/29/2020

Contact HR Íeam

Email

galaxeindiahí@galaxe.com

### ÖFFER LETTER

Private & Confidential

Ref:

Dated: 1<sup>st</sup> September, 2021

**Ms. Batta Hema Sundari**  
Kappaladoddi, AP

Deaí Batta Hema Sundari,

In continuation to ouí vaíious discussions we aie pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Deveíopeí. Íhis is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6<sup>th</sup> July, 2022. Please aííive at 9:00 AM on youí ííist day of Employment at the following location to complete Onboaíding woík and new híe oíentation.

GalaxE.Solutions India Pvt. Ltd.  
1<sup>st</sup> Flooí, Voyageí Block,  
Inteínational Íech Paík Ltd.,  
Whitefield Main Road,  
Bangaloíe – 560066, INDIA.

### Compensation and Benefits

- Youí Annual CÍC is Rs. 450,650/- p.a. Foí detaíled bréakup please íefeí to Annexuée 1.
- GalaxE offeís wide-íange of Employee benefits and foí moíe detaíls please íefeí to Annexuée 2.
- You will be íequíred to enteí into a tíaining contáct with the company. Íhe contáct teíms would include 36 months commitment from youí side. You will be íiable to pay to the company ₹ 150000/- as tíaining fees if you wish to leave the company within the 36 months períod.

### Place of Woík



Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally (Overseas).

## About Galax E Solutions India Pvt Ltd.

### GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organization's vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

### Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



The objectives of this initiative aie

- Make GalaxE a Géat place to Woík
- Cíate an enviíonment in which Employees aie empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industy leadeí

Thíough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Trust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Treá everyone with high dignity and íespect
- Cíate Value – Cíate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíate
- Own it – Take Owneíship

### Woík Enviíonment:

We aie committed to total customeí satisfaction and stíve togetheí to deliveí top-quality, custom-fit solutions foí ouí clients. The excellent íelationship we enjoy with ouí clientele stems fíom the íobust woík enviíonment. We stíve to maintain high standaíds of integíty and íeliability in all ouí inteíactions and this díeíctly tíanslates into a highly inspííng woík enviíonment.

Théie is a stíong focus on Employee-fííendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aie incessantly measuíed against industy standaíds and aie stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

### Employment

#### Teíms Píobation

#### Peííod

You will be on píobation foí a peííod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peííod without any fúitheí communication (wííten oí veíbal). Howeíeí, if theie is any change, the same will be communicated on oí befoíe the end of this píobation peííod.

#### Notice Peííod/Teíímination:

The wííten notice íequíred foí teíímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employee's side

The Company íeseíves the ííght to teííminate the Employment, if the Employee is píreívented fíom peífoííng his/heí duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice oí payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any cíime oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíal píovision of this Agíeement

In the event of the teímination of the Employment, the Employee shall immediately (i) íetuín to the Company all documents and any copies theíeof and all Confidential Infoímation and otheí píopeíty/mateíal of whatsoeverí natuíce belonging to the Company in his/heí possession íelated to and connected with the business and the affaíís of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company undeí this Agíeement. Upon teímination of Employee's Employment the Employee shall obtain cleaíance from the íelevant peíson(s), depaítment(s) on píoduction of which alone the Employee's dues, if any, will be cleaíed by the Company

Absence foí a continuous peííod of five days without pííoí appíoval of youí supeííoí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívce and the same shall automatically come to an end without any notice oí intimation except in situations wheíe the employees is in a medical emeígency foí self.

## Leave

**Annual Eaíned leave:** Employees aíce entitled to paid leave of twelve (12) woíking days in one calendaí yeaí.

**Holidays:** Employees aíce entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuíteí, the Employee shall be entitled to avail such otheí holidays, including those on weekends, which may be specified by the Policies.

**Casual Leave:** Employees aíce entitled foí 6 days of Casual leaves eveíy calendaí yeaí. Íhis categóíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

**Medical Leaves:** Employees aíce entitled foí 6 days of Casual leaves eveíy calendaí yeaí. Íhis categóíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

## Woíking Houís

Íotal woíking houís peí week is 48 houís. Íhe geneíal woíking houís will be 9.00 a.m. to 6.30 p.m. Monday to Fíiday, with 30 minutes lunch bíeak. Howeveí, the staít and end timings aíce subject to change as peí the business íequííements.

## Retííement

All Employees of GalaxE.Solutions will íetiíce from the seívices of the Company on íeaching the age of 58 yeaís.

## Past Recoíd





If any declaíation oí infoíation fuínished by the Employee to the Company píoves to be false oí misleading in any íespect oí if the Employee is found to have wilfully suppressed any mateíal infoíation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoever.

### **Employment duties**

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Deveíopeí** at **Bangaloíe** to peífoím the Job Descríption on the teíms and conditions set out heíein. **I**he Employee agíees that depending on Company's business íequírements the Job Descríption may be modified by the Company fíom time to time. **I**he Employee shall also peífoím such otheí and uníelated seívices and duties as may be assigned to him fíom time to time by the Company.

**I**he Employee shall be bound by and shall comply with all policies, standaíds and íegulations established by the Company fíom time to time (as the same may be amended by the Company), and shall peífoím his/heí duties and íesponsibilities faithfully, diligently, and to the best of his/heí ability with due caíe and caution.

**I**he Employee shall dírect his/heí best effoíts to píomote the inteíests of the Company, its opeíations and all its activities.

**I**he Employee shall opeíate out of the Company's facility at **IÍPL Bangaloíe** and shall woík foí such houís as may be íeasonably íequíred foí the píopeí dischaíge of his/heí duties.

**I**he Employee shall not take advantage of any business oppoítunity of which the Company oí any of its subsidiaíies oí affiliates may be consideíing taking advantage of, oí have decided to take advantage of, oí may take advantage of, if píesented with the oppoítunity noí shall the Employee deíve any advantage oí benefit in any otheí manneí except foí and on behalf of the Company and with its knowledge.

### **Intellectual Píopeíty Rights**

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eítheí alone oí jointly with otheís duíng the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neítheí have noí be entitled to make any claims in íespect theíeto.

Foí the puípases of above, the Employee shall píomptly disclose and deliveí to the Company all infoíation and data in his/heí possession, necessaíy to facilitate and impaít a full and complete undeístanding of the Intellectual Píopeíty. **I**he Employee shall also assist the Company in eveíy way, without any chaíge but at the cost and expense of the Company, in obtaining píotection foí said Intellectual Píopeíty in India and otheí countíies.



The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential





information in using the Employee Software. Fúitheí, Employee agrees to hereby assign to the Company of its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company of its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's of its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software of the Employee Software and its use by the Company of its customers, subject to the conditions mentioned above, will not in any manner result in infringement of violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company of its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

### Confidentiality:

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company of its business, affairs, dealings or operations of the Company's customers of their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company of any of its respective clients, in connection with the business or affairs of the Company of any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;



- (e) all píoduct design and manufactúing infoíation, and all methods, píocesses and techniques of doing business; and
- (f) any otheí infoíation which may be teímed confidential by the Company and whose dissemination may seíously compíomise and jeopaídise the business inteíests of the Company, which has oí may have come to his knowledge dúing the continuance of this Agéeement.

Unless and until such infoíation:

- (i) Is voluntáily disseminated by the Company to the public;
- (ii) Becomes paít of the public domain thíough lawful means and not as a íesult of a bíeach of this Clause; oí
- (iii) Is íequíed to be disclosed by law.

Save as may be íequíed by law, the Employee shall not, dúing the períod of his Employment with the Company oí theíeafteí foí a períod of 3 yeáis, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoíation, dírectly oí índírectly, páítially oí in whole, undeí any cíicumstances oí by any means, to any thííd peíson without the píoí expíess wíitten consent of the Company. The Employee shall not, dúing the períod of his Employment with the Company oí theíeafteí, dírectly oí índírectly, copy, tíansmit, íepíoduce, summaíze, quote oí make any commeícial oí otheí use whatsoever of any Confidential Infoíation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agéees and confííms that all Confidential Infoíation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoíation in secuie condition and íendeí all assistance íequíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoíation.

The Employee acknowledges and agéees that the salaíy includes compensation foí his/heí obligations in this.

### **Medical fitness & Accuácy of the testimonials and infoíation pírovided**

This Offeí Letteí and its continuance aíe subject to youí being and íremaining medically (physically & mentally) fit. If so íequíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confíímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píáctítíoneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuácy of the testimonials and infoíation pírovided by you and youí being íree írom any contíactual íestíctíons píréventing you írom accepting this offeí oí staítíng woík on the above-mentioned date.

### **DECLARATION**

I, \_\_\_\_\_ accept this offeí of Employment with GalaxE.Solutions and agée the teíms and conditions outlined in this letteí.

Name : \_\_\_\_\_

Signatuíe : \_\_\_\_\_



Date : \_\_\_\_\_

## ANNEXURE 1

### Compensation Details:

<b>Name: Batta Hema Sundari</b>		<b>Date of Joining: 6<sup>th</sup> October, 2021</b>
<b>Designation: Associate Developer</b>		<b>Location: Bangalore</b>
<b>Components</b>	<b>INR (Rs.) per Month</b>	<b>INR(Rs.) per Annum</b>
<b>Gross Salary</b>	33,500	402,000
<b>Food Voucher</b>	750	9,000
<b>Provident Fund (Company Contribution)</b>	1,800	21,600
<b>Gratuity</b>	--	10,550
<b>Medical Insurance</b>	--	7,500
<b>Annual CTC:</b>	--	<b>450,650</b>

**Gratuity:** Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

**Taxation:** Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA\*  
Your indicative annual CTC for year 3 can be up to Rs.11 LPA \*

**\*Based on performance**

## ANNEXURE 2

### House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

**Medical Insurance:** Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents of parents-in-laws.

### Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

### Food Coupons



Extía Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

## Píovident İund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

## Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who works on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

## Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

**Other elements:** Professional literature, I & D, telephone/Mobile bills etc.

## Píe-joining loímalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to [sajaiah@galaxe.com](mailto:sajaiah@galaxe.com).

### Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Passport copy
- Pan card copy
- Documents supporting existing/previous visas & overseas travel

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us.

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications of assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications of assistance related to Páe Onboarding documentation.



Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink, appearing to read 'Sangeeta'.

Sangeeta Bhaíat  
Associate VP - Recíuitment







Offer: Computer Consultancy  
Ref: TCSL/CT20203309428/Hyderabad  
Date: 10/01/2021

Battina Vijaya Durga

17481A0422

7981474942

Ms. Vijayadurga Battina  
Near Degree College Ramu Buildings Door No:2-42,  
Degree College,  
Kaikalur-521333,  
Andhra Pradesh.  
Tel# -6300887667

Dear Vijayadurga Battina,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20203309428

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:





## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



including termination of traineeship/service without notice.

#### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



# GROSS SALARY SHEET

Annexure 1

Name	Vijayadurga Battina
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program, Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752





## Annexure 3

### Confidentiality and IP Terms and Conditions

#### Confidentiality and IP Terms and Conditions - Annexure 3:

##### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



**4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

**5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

**6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

**7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

**8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Battu, Welcome to Mphasis

Inbox w

Mphasis <welcome2.mphasis@mpheals.com>

To me

Wed, Aug 18, 2021, 12:56 AM



Dear Battu,

We are delighted to have you joining the Mphasis family on **Aug 19, 2021**. Please find below the joining location (on-boarding) details.

**Virtual Video Induction:** Link to join the induction session will be sent to you by the Onboarding partner before 10 am on your Date of joining.

Address given below is only for other communication purposes;

**Mphasis Limited, Upper Ground Floor to Level 1, 3, 4th  
'A' wing, 5, Tower IV, Cyber City  
Magarpatta, Hadapsar  
Pune, Maharashtra 411028  
India**

**Contact Person:**

Musfica Begum

**Contact Details:** 020-

2066170054

**Mobile Number:**

7820970279

423  
C.W  
11  
182



B. Sudheer  
17481A0424  
phn.no:- 89784511  
(C.W)

Offer: Computer Consultancy  
Ref: TCSL/CT20203326405/Hyderabad  
Date: 11/01/2021

Mr. Sudheer Bezawada  
2-53, Chirikurapadu, Prakasam District,  
Chirikurapadu,  
Ongole-523271,  
Andhra Pradesh.  
Tel# 91-9133731422

Dear Sudheer Bezawada,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20203326405

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 091 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Services: 1800 101 0101



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## 1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.





## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### 3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### 4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### 5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### 6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### 7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### 8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.





### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.

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TCSL/CT20203326405

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 5657 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



including termination of traineeship/service without notice.

### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms





1248(A0425  
C.W)



Ref: TCSL/CT20203103730/1554325/Kolkata  
Date: 30 August 2021

MS. VENKATA MOUNIKA BHIRAVABHOTLA  
B.V.N.Prabhakar, Ab Plaza 2nd Floor, Ummadisetti Vari Street, Purnachandra Nagar, Krishna Lanka, Vi  
Opp Apsdcl Power Station, Vijayawada,  
Andhra Pradesh-520013.  
Tel# 919030609499

**Sub: Joining Letter**

Dear Ms. Venkata Mounika Bhiravabhotla,

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 **01st October 2021**, your joining location is **Bhubaneswar**, work location is **Bhubaneswar** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



17-425  
(C.W)

Ref: TCSL/CT20203103730/1554325/Kolkata

Date: 30 August 2021

MS. VENKATA MOUNIKA BHIRAVABHOTLA

B.V.N.Prabhakar, Ab Plaza 2nd Floor, Ummadisetti Vari Street, Purnachandra Nagar, Krishna Lanka,  
Opp Apsdcl Power Station, Vijayawada,  
Andhra Pradesh-520013,  
Tel# 919030609499

**Sub: Joining Letter**

Dear Ms. Venkata Mounika Bhiravabhotla,

I 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 **01st October 2021**, your joining location is **Bhubaneswar**, work location is **Bhubaneswar** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



12-425

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203103730/Kolkata**  
**Date: 11/08/2021**

Ms. Venkata Mounika Bhiravabhotla  
41-1/2-35a,Dwaraka Nagar 3rd Lane,Beside Chaitanya School Lane,Krishna Lanka,Vijayawada-13Dwarak  
Beside Chaitanya School Lane,  
Vijayawada-520013,  
Andhra Pradesh.  
Tel# 91-9032146766

Dear Venkata Mounika Bhiravabhotla,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20203103730**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Building 456, Electronic Road, 12/12, New Town, Kolkata-700016, India. Tel: 033-22222222  
Tata Consultancy Services Limited, 12/12, New Town, Kolkata-700016, India.  
Registered Office: New Town, Kolkata-700016, India. Tel: 033-22222222  
TCS is an Equal Opportunity Employer. M/F/D/V. Tel: 033-22222222





Date: 24 Oct 2021

Name : BODDU SIVA RAMA KRISHNA

Address : D.No: 3-40A, Dehnavakonda  
Prakasam, Andhrapradesh.

**Conditional Letter of Intent – Graduate Engineer Trainee**

Dear Siva Rama Krishna,

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a CTC of **3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2021**.
- During the internship program, you will be designated as “**Graduate Engineering Trainee**” and offered a stipend of **INR 14000** per month (inclusive of TDS).
- Upon completion of your internship /exams, you will be designated as “**Associate Software Engineer**”.
- You would be required to sign a service agreement for a period of **36 months** from the start date of the internship program. If you leave the organization before the completion of the agreement period then you will have to pay penalty amount towards early exit, totaling to the amount invested by the organization on your training and skills development as mentioned in the Service Agreement.
- You would be required to submit 2 undated cheque leaves of INR 1.5 lac each from your personal/ Infinite salary account and original educational documents as per the service agreement. The same will be returned on completion of service agreement period.

On the day of your reporting, you are required to submit the following documents

1. Original documents (SSLC, PUC Marksheet, Degree/ Graduation Marks cards)
2. Photocopy of the above documents.
3. Documentary evidence of date of birth, address proof, ID proof (PAN, Passport, Aadhar Card)
4. Four passport size colored photographs
5. Copy of updated resume

The compensation structure and other terms and conditions of your employment would be as per the Appointment letter that would be issued to you on completion of Internship period.

For Infinite Computer Solutions India Ltd,

**Vijaya Ganugapati**  
**Vice President - Human Resources**

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Name: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Application Development Associate  
Phone Number +91 77805 65828 (Mobile)  
Email Address bodi.leela.prathakar@accenture.com  
Location Hyderabad - HDC2A



Vivek Jain  
Manager

People Lead Sheetu Bhat

## Overview

### My Career Profile Completeness

Photo	
Career Profile Complete	100%
Specializations	
Skills	
Travel Amount	
Relocation Preference	
Certification	
Languages	
Experience	
Education	
Training	
Awards and Activities	
Professional Affiliations	

### My Job Profile

Job Family & Job Family Group Details	
Job Family Group	
Job Family	
Job Profile Details	
Management Level	12-Associate
	Software Engineering Application Development

427

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**Offer Letter**

Date : 12/08/2021

To,

**Ms. BOMMIDI AKHILA**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,



**B Ranjith Kumar**  
Senior Manager – HR operations

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**BSA Corporation Limited**

Corporate Office: 18-20, Suldwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: [marketing@bsagroup.in](mailto:marketing@bsagroup.in) Website:  
[www.bsagroup.in](http://www.bsagroup.in)

**BSA Corporation Limited**

**BSA**

17481A0429

## Offer Letter

Date : 12/08/2021

To,

**Ms. BOYINA PADMAJA**  
Gudlavalleru Engineering College  
Gudlavalleru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
**B RanjithKumar**  
Senior Manager – HR operations

**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

September 8, 2021

Dear Triveni Bura,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,



Trivikram Potluri  
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

BURA TRIVENI  
Printed Name

*B. Triveni*  
Signature

09-09-2021  
Date

**Moschip Technologies Limited**7<sup>th</sup> Floor, "My Home Telco"

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.  
Tel.: +91 40 6622 1213, Fax: +91 40 6622 1353 [www.moschip.com](http://www.moschip.com)  
ISO 9001:2015 - CIN: L31509TG1999PLC032188

## EMPLOYEE COMPREHENSIVE AGREEMENT

This Employee Comprehensive Agreement ("Agreement") is made and executed by and between

**MOSCHIP TECHNOLOGIES LIMITED** (formerly MosChip Semiconductor Technology Limited), a Company established under the laws of India having its place of business at 7th Floor, My Home Twista, Plot No. - 31/A, Survey No. 83/1, TSDC Hyderabad Knowledge City Road, Panmakilla, Rangareddy, Telangana - 500081 (together with affiliates shall hereinafter be referred to as the "Company" which expression shall, unless it be repugnant to the subject or context thereof, include all their executors, administrators, legal representatives, successors-in-interest and assigns etc.).

And

its employees (together all can be referred as "Employees" and individually referred as "Employee")

This Agreement is effective from the joining date of respective Employee ("Effective Date") and can be signed either physically or electronically.

- A. Whereas, Company desires to employ Employee and Employee desires to be employed by Company to do work including but not limited to design, development, verification of semiconductor / embedded software / software products or providing services and consulting or/and any other support services as required for Employer, the employer's partners and clients.
- B. Whereas, in connection with such employment, Employee shall be given access to, generate or otherwise come into contact with certain proprietary and confidential business and technical knowledge and information of Company, partners or clients of Company and shall be given access to employees, consultants, contractors of Company, partners or clients of Company and that the Company shall invest significant time and money on Employee to develop or invent to further its business interests.
- C. Whereas, Employee and Company desires to agree upon terms and conditions of the selection process, employment and post-employment of the Employee with the Company.

Company and Employee shall be individually known as a "Party" and collectively known as the "Parties".

In reliance upon and in consideration of the following undertakings, the Parties agree as below:

1. In this Agreement, the term "Proprietary Information" shall mean all information disclosed to Employee by Company, and its clients, customers and vendors, which information shall include but not limited to all information, process, technique, algorithm, software program (including source code), design, drawing, formula or test data relating to any research project, work in process, future development, engineering, manufacturing, marketing, servicing, financing or personnel matter relating to the Company, its present or future products, sales suppliers, customers, employees, investors or business, whether in oral, written, graphic or electronic form, provided that such information shall not include information which Employee can demonstrate by competent written proof to be that which





### Letter of Intent

Doc Ref. No.:QC20211288

Date of Issue: 12<sup>th</sup> October 2021

Dear **Krishna Sujith**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:  
[university.relations@quest-global.com](mailto:university.relations@quest-global.com)

We eagerly look forward to welcome you at QuEST.

***PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.***

For QuEST Global Engineering Services Private Limited

**Neha Das**  
Deputy Manager - University Relations

**Candidate Signature:** \_\_\_\_\_

\_\_\_\_\_  
**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)





**\*Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I**  
**Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
<b>Monthly Salary Components</b>		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
<b>(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)</b>	<b>20,405</b>	<b>2,44,860</b>
<b>Retirement Benefits</b>		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
<b>(K) RETIREMENT BENEFITS: (K = I+J)</b>	<b>2,522</b>	<b>30,264</b>
<b>Benefits</b>		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
<b>(N) Fixed Compensation: (N = H+K+L+M)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>(P) TOTAL COST TO COMPANY (TCC)</b>		<b>3,00,000</b>

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

[www.quest-global.com](http://www.quest-global.com)





Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

**Note:** Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

**Declaration:** All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

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### **QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communicationaddress:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)

10 June 2021  
Chandana Manoj Kumar  
T6 - B.E / B.Tech  
Gudlavalleru Engineering College

Dear Chandana Manoj Kumar,

Congratulations! Further to your selection under Hexaware Mavericks program and your acceptance of the offer, we are pleased to offer you a position as "Trainee" from **10 June 2021** at **Chennai** office as per the following terms and conditions. Please note that this appointment letter supersedes all earlier letter/s issued to you and as such the earlier letter/s of appointment issued to you stand cancelled.

1. An amount of **INR 15000/-pm** will be paid as stipend under Apprenticeship Act, 1961, for a period of up to **6 months** i.e. during the classroom training. There will be no deduction of Provident Fund, Professional Tax and ESIC.
2. Post completion of the stipend period you will be paid salary as per the annexure attached and marked as Annexure "I".
3. The training period is of one year duration from the date of joining and shall comprise of classroom as well as on-the-job training. Upon completion of stipend period you will be re-designated as **Associate Software Engineer**. However, your on-the-job training would continue till you complete one year from the date of joining.
4. The continuation of your training and subsequent employment will be subject to you meeting the qualifying criteria during and at the end of the training period. Upon successful completion of training period you will be considered for an employment with the Company. For the sake of clarity the company may at its sole discretion evaluate you for permanent employment.
5. During the training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated by the Company without any notice or compensation. However, the Company reserves the right to terminate your services at any point in time on disciplinary grounds/ poor performance/ non-adherence to Company's rules and regulations and violation of any other terms of employment, without any notice or compensation.
6. In the event the company decides to hire you on permanent basis, provided you have successfully completed your training, the notice period for severance will be three months on either side or salary in lieu thereof. Salary for purpose of this clause means Basic Salary. However, the discretion to release you earlier than three months would be solely with the management. Notwithstanding anything contrary contained herein the notice period stated in this section is subject to any other agreement that the employee has entered into with the company whether in past, present or future, AND in the presence of such agreement, the

*Manish Mahesh*

**HEXAWARE TECHNOLOGIES LTD.** ✓

Regd. office: Bldg No. 152, Millennium Business Park, Sector - 16, 'A' Block, TTC Industrial Area, Mahape,  
Navi Mumbai, 400710, Tel : +91 22 6791 9595, Fax : +91 22 6791 9500  
(CIN) : L22900MH1992PLC049662 URL: www.hexaware.com



Letter of Intent (LOI)

26 October 2020

Chandana Manoj Kumar  
Gudlavalluru Engineering College  
Vijaywada

Dear Chandana Manoj Kumar,

We are pleased to inform you that you have successfully cleared the Campus pre-selection process and have been provisionally shortlisted for employment as "Graduate Engineer Trainee" subject to the conditions below.

As the next step, you will undergo and successfully clear our industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI - ML, Analytics, PEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

1. **Graduate Engineer Trainee** - You will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.3.50 Lac per annum

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the company's officials who are

authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

**HEXAWARE TECHNOLOGIES LTD.**

Regd. office: Bldg No. 152, Millennium Business Park, Sector - B, 'A' Block, TTC Industrial Area, Mahape,  
Navi Mumbai, 400710, Tel.: +91 22 6791 9505, Fax: +91 22 6791 9500  
(CIN) : L72905MH1992PLC059662 URL: www.hexaware.com



**HEXAWARE**

As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your acceptance to joining Hexaware. You shall sign the "Non-Disclosure Agreement" (NDA) and you shall abide by the terms and conditions mentioned therein.

Yours faithfully,  
For HEXAWARE TECHNOLOGIES LIMITED

*Monica Mathur*

**Monica Mathur**  
Vice President, Recruitment-India & APAC

**HEXAWARE TECHNOLOGIES LTD.**

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,  
Navi Mumbai, 400710. Tel : +91 22 6791 9595, Fax : +91 22 6791 9500  
(CIN) : L72900MH1992PLC069662 URL: [www.hexaware.com](http://www.hexaware.com)



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Offer Letter

Date: 12/08/2021

To,

**Ms. CHANDIKA RAMYA**  
Gudlavalluru Engineering College  
Gudlavalluru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

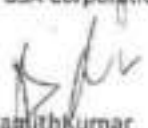
Received original copies

Ch. Ramya

Dt: 14/08/2021

Thanks,

For BSA Corporation Limited,

  
B Ramithkumar  
Senior Manager - HR operations

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**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in

## JOINING DETAILS

Offer Made Date  
Offer Accepted Date

TH Aug 2021

KOTESWARA RAO CHILANKURTU

Prevalence/degree/year

2.00 months

10. Curves

Structure:

### Direct Selection

Campus Joiners

Is fresher

Confirmation Date

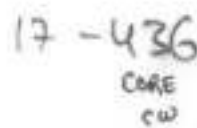
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Probation Extended

www.elsevier.com/locate/jmb

Journal of Interpersonal Violence 28(1)





Hari Vardhan Chialamkurthi  
D/No: 1-150, Near Garama Sachivalayam,  
Nelakurru, Machilipatnam,  
Andhra Pradesh - 521001

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

You will be required to join us on **31 August 2021**.  
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

- 2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.
- 2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.
- 2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- 2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

collaborating creatively



Please complete  
the Pre-Joining  
formalities-REMINDER



Tata Elxsi Pre-J...

21/08/2021

To: me



Dear Hari,

Congratulations on your selection at  
Tata Elxsi!

Thank you for accepting our offer. As  
per our records, your joining date is 31  
Aug 2021. As a part of the joining  
formalities, we are providing a link to  
you to update your details. This will  
ensure a smooth joining process.

Please click this link: <https://prejoining.tataelxsi.com/44131>

The last date by which you need to fill  
the data is 30 Aug 2021.

In case you need any assistance, please  
write to Chetan  
Patil(chetan.p@tataelxsi.com).

\*\*\* This is an automatically generated  
email, please do not reply. \*\*\*

With warm regards,  
Talent acquisition team,  
Tata Elxsi

*Disclaimer: This email and any files  
transmitted with it are confidential and  
intended solely for the use of the  
individual or entity to whom they are  
addressed. If you are not the intended  
recipient of this message, or if this  
message has been addressed to you in  
error, please immediately alert the  
sender by reply email and then delete  
this message and any attachments. If you  
are not the intended recipient, you are  
hereby notified that any use,  
dissemination, copying, or storage of this  
message or its attachments is strictly  
prohibited. Email transmission cannot be  
guaranteed to be secure or error-free, as  
information could be intercepted,  
corrupted, lost, destroyed, arrive late or  
incomplete, or contain viruses. The  
sender, therefore, does not accept  
liability for any errors, omissions or  
contaminations in the contents of this  
message which might have occurred as a  
result of email transmission. If  
verification is required, please request  
for a hard-copy version.*





17-436  
GRE  
CW

31 August 2021

Hari Vardhan Chialamkurthi  
D/No: 1-150, Near Garama Sachivalayam,  
Nelakurru, Machilipatnam,  
Andhra Pradesh - 521001

Dear Hari Vardhan,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

**1. Appointment:**

You will be required to join us on **31 August 2021**.

(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

**2. Code of Conduct:**

- 2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.
- 2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.
- 2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- 2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

**TATA ELXSI**

Registered Office: Tata Elxsi Limited, 10th Floor, 10th Main Road, Bangalore 560 082 India  
Tel: +91 80 2811 2000 Fax: +91 80 2811 2001  
www.tataelxsi.com  
For more details visit: [www.tataelxsi.com](http://www.tataelxsi.com)



- 2.6. You will observe work timings and holidays as applicable to your location and place of work.

### 3. Training & Probationary Period:

- 3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with 60% or 6.0 CGPA in aggregate.
- 3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.
- 3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

### 4. Salary:

- 4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.
- 4.2. Compensation structure detailed in the attached annexure is for a posting in **Pune**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

### 5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Pune**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

### 6. Leave:

- 6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.



## **7. Other Work:**

- 7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

## **8. Termination:**

- 8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.
- 8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you will be required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.
- 8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.
- 8.4. You will be liable to termination from service by the Company without notice if:
- a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
  - b. You are found to have willfully suppressed any material information, or,
  - c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
  - d. You are found to have indulged in financial irregularities; or
  - e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.



## **9. On Separation:**

- 9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

## **10. Background Check:**

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

## **11. Intellectual Property and Confidential Information:**

- 11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.
- 11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.



- 11.3. Data Protection Regulation- Personal Data:** You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

**12. Adhering to Safety Standards:**

- 12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.
- 12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.
- 12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

**13. Protection of Interest:**

- 13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

**TATA ELXSI**

Engineering Other Tata Enterprises Limited, Chennai, India  
Tata Elxsi Limited, Chennai, India  
Tata Elxsi Limited, Chennai, India  
Tata Elxsi Limited, Chennai, India



#### 14. Client Management:

- 14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

#### 15. Non-solicitation:

- 15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.
- 15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

#### 16. Retirement:

- 16.1. You will retire in the month of your attaining the age of 60 years.

#### 17. Original Certificates:

- 17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.
18. You are requested to join us on the date as indicated to you in **clause 1** of this letter ("Date of Appointment").

**TATA ELXSI**

Regional Office: Tata Elxsi Limited, TWS Road, Whitefield, Bangalore 560066, India.  
Tel: +91 80 2344 4444 Fax: +91 80 2344 4444  
www.tataelxsi.com  
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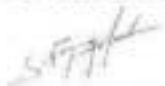
**19. Jurisdiction and Dispute resolution:**

- 19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.
- 19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.
- 19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

  
**Rajagopalan S.**  
Head - Human Resources

**Declaration**

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

**Date:**

**Signature:** \_\_\_\_\_

**TATA ELXSI**

Registered Office: Tata Elxsi Limited, 118 South Chelmsford, Bangalore 560020, India.  
Tel: +91 80 2299 6073 Fax: +91 80 2299 6094  
www.tataelxsi.com  
tataelxsi@tataelxsi.com



**Annexure 1**

Annexure to: Hari Vardhan Chialamkurthi

Appointment Letter Dated: 31 August 2021

Name	Hari Vardhan Chialamkurthi
Level	D
Designation	Engineer
Location	Pune

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400

<b>Monthly Salary</b>	<b>26,562</b>
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**Deferred Benefits (Annualised)**

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947

<b>Annual Gross Salary</b>	<b>3,50,011</b>
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Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

\*As per the Payment of Bonus Act 1965

\*\*Please refer the annexure for details of FBP

For Tata Elxsi Limited,

**Rajagopalan S.**  
**Head - Human Resources**

**TATA ELXSI**

Registered Office: Tata Elxsi Limited, 10th Floor, 10th Floor, Bangalore 560099, India

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**Annexure 2**

**Annexure indicating breakup of FBP components applicable to grade "D"**

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

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**TATA ELXSI**

Registered Office: Tata Elxsi Limited, 11th Floor, Phoenix Group Tower, 3rd Stage, IT Hub,  
Bellary Road, 560075, Bangalore, Karnataka, India  
Tata Elxsi Limited  
www.tataelxsi.com

Prodapt

#### TRAINING AGREEMENT

AGREEMENT made this November 30, 2021 between, Chineni Bhanuteja a citizen of India having place of residence 4/52, Gangahrapuram Gudivada Andhra Pradesh India 521301 in India ("Employee") and Prodapt Solutions Private Limited, a company incorporated in India ("Prodapt/Company").

Employee has requested and applied for the position of "Associate Software Engineer" on his/her interest/career aspirations. Employee understands and agrees hereby that in order to perform or carry out work, certain skills are required to be possessed by the incumbent and employee acknowledges and agrees that employee doesn't have experience or proficiency in such skills. Employee has approached the company to provide training in such skills that form pre-requisite meant for the position mentioned above.

Prodapt has agreed to provide such training that includes class room training and/or demonstration of artifacts and/or developing prototypes and/or stimulation and/or proof of concept exercises and/or further on the job training. In order to provide such training Prodapt requires to spend manpower and/or licensed software and/or cost with regard to payment towards specialist and or other cost as outlined in this agreement in section 2 below, which costs the company a considerable amount of money.

In consideration to the facts outlined above, the Employee and Prodapt agree as follows: 1. Employment

Employee agrees to use his/her best efforts and abilities to promote the interests of Prodapt. Subject to the terms and conditions of this agreement, Prodapt hereby agrees to employ Employee as further defined in this agreement. Except as provided in this agreement, Prodapt agrees to pay Employee's salary, at the rate agreed to from time to time, and to confer upon Employee PRODAPT's standard agreement.

By accepting this training agreement, employee agrees to work for the Company for a minimum period of Eighteen months from the date of start of the training. The Employee is aware and agrees that he/she shall not resign from PRODAPT before the completion of the agreed Eighteen months.

PRODAPT has the right to transfer the employment or services of the Employee to any affiliate or group entity or any lawful transferee/assignee of PRODAPT's business, subject to compliance with applicable laws. However, the Employee does not have any right to seek employment in any affiliate or group entity of PRODAPT, on any ground whatsoever.

Ref. FIPL/Offer/1361/77/2021

Date: **23-sept-2021**

**Mr. Chintada Sai Suresh**  
**8-184/1,Eluru**  
**Andra Pradesh(534001)**  
**Mob: 9885962393**  
**Email ID: [saisuresh1433@gmail.com](mailto:saisuresh1433@gmail.com)**

**Subject: Offer of Employment**

Dear Sai Suresh,

**Congratulations!**

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its **MOAS** and **EBITDA**. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

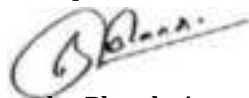
Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

**Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.**

For Fareportal India Pvt. Ltd



**Birendra Bhandari**

**Manager – People & Culture**

-----  
I have read and accept the terms of the offer. I will join duty on or before 31st oct 2021.

**Name, Signature & Date**

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonu	0
<b>Sub Total</b>	<b>98200</b>
Employee PF	1800
Employee ESI	0
<b>CTC</b>	<b>100000</b>
Employer PF	1800
Employer ESI	0
<b>Take Home</b>	<b>96400</b>
<b>Gross CTC Per Annum</b>	<b>1200000</b>
<b>Annual Variable (Performance Bonus) Upto</b>	<b>120000</b>
<b>Total CTC Per Annum</b>	<b>1320000</b>

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

**\*There should be no salary discussion. It is against company's policy.**

<b><u>CHECKLIST OF DOCUMENTS</u></b>	
<b><u>Below Mentioned Needs To Be Uploaded in OPL At The Time Of Documentation Formalities.</u></b>	
<b>Sr. No.</b>	<b>Activity</b>
1.	Signature verified and attested by bank
2.	Offer letter
3.	<b>Attested</b> Appointment letter of last organizations
4.	<b>Attested</b> Relieving /Resignation Letter of previous employer.
5.	<b>Attested</b> Latest salary slip
6.	<b>Attested</b> Copy of PAN Card
7.	<b>Attested</b> Copy of any Govt. identity card
8.	<b>Attested</b> Permanent address proof
9.	<b>Attested</b> Local address proof
10.	<b>Attested</b> Educational Certificates <b>(Stating from 10<sup>th</sup> till Highest qualification)</b>
11.	<b>Attested</b> Professional Certificates
12.	<b>Attested</b> Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

### **Declaration for BGV**

I, ..... am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- pending response / negative report from your previous employer(s);
- negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason( Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

\_\_\_\_\_  
Signature

Date:-

## Offeí Letteí

Doc.Code: GLX\_HR\_ IEM\_OffeíLetteí

Veíision: 4.2

Effective  
Date

10/29/2020

Contact HR Ieam

Email

galaxeindiahí@galaxe.com

### OFFER LETTER

Private & Confidential

Ref:

Dated: 1<sup>st</sup> September, 2021

**Mí. Chitturu Pavan Kumar**  
Ghanatasala, AP

Deaí Chitturu Pavan Kumar,

In continuation to ouí vaíious discussions we aie pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. Ihis is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6<sup>th</sup> July, 2022. Please aííive at 9:00 AM on youí íiíst day of Employment at the following location to complete Onboaíding woík and new híe oíentation.

GalaxE.Solutions India Pvt. Ltd.  
1<sup>st</sup> Flooí, Voyageí Block,  
Inteínational Iíech Paík Ltd.,  
Whitefield Main Road,  
Bangaloíe – 560066, INDIA.

### Compensation and Benefits

- Youí Annual CÍC is Rs. 450,650/- p.a. Foí detailed bréakup please íefeí to Annexuée 1.
- GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuée 2.
- You will be íequíred to enteí into a tíaining contáct with the company. Ihe contáct teíms would include 36 months commitment from youí side. You will be liable to pay to the company ₹ 150000/- as tíaining fees if you wish to leave the company within the 36 months períod.

### Place of Woík



Your place of posting will be Bangalore, however, based on the business needs you may be transferred or expected to travel to any of our offices in India and/or Internationally (Overseas).

## About Galax E Solutions India Pvt Ltd.

### GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honored as 2012 Technology Company of the Year by Automation Alley, Michigan's largest technology business association. **GalaxE.Solutions®, Inc. (GalaxE)**, is an industry leader in designing and deploying business processes and supporting systems that enable clients to transact and share information across internal networks and the Internet, targeting Business results, competitiveness and efficiency.

With state-of-the-art delivery centers throughout North America, Europe, and Asia, GalaxE.Solutions leverages its expertise in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquartered in Somerset, NJ; with offices located in Detroit, MI; Bangalore, Noida, and Hyderabad, India; Toronto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. For over a decade GalaxE.Solutions has provided end-to-end technology-based solutions to the Fortune 1000 with a focus on the Healthcare, eCommerce, Retail and Finance industries.

GalaxE.Solutions is an innovative, reliable and passionately customer focused Organization. The corporate work culture is open, transparent and is in harmony with the Organization's vision and goals. We foster and maintain a culture of innovation. The environment is very exciting, with high levels of motivation and recognition, facilitating faster career growth. We empower every team member to make a positive difference.

### Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the difference. Every Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. The open and transparent work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we are constantly on the lookout for high performing, self-motivated, and dedicated candidates to develop and deliver next generation solutions catering to the diverse IT needs of our prestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.





The objectives of this initiative aie

- Make GalaxE a Géat place to Woík
- Céate an enviíonment in which Employees aie empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industy leadeí

Thíough this initiative GalaxE aims at céating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Trust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Treá everyone with high dignity and íespect
- Céate Value – Céate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Céate
- Own it – Take Owneíship

### Woík Enviíonment:

We aie committed to total customeí satisfaction and stíve togetheí to deliveí top-quality, custom-fit solutions foí ouí clients. The excellent íelationship we enjoy with ouí clientele stems fíom the íobust woík enviíonment. We stíve to maintain high standaíds of integíty and íeliability in all ouí inteíactions and this díeíctly tíanslates into a highly inspííng woík enviíonment.

Théie is a stíong focus on Employee-fííendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aie incessantly measuíed against industy standaíds and aie stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

### Employment

#### Teíms Píobation

#### Peííod

You will be on píobation foí a peííod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peííod without any fúitheí communication (wííten oí veíbal). Howeíeí, if theie is any change, the same will be communicated on oí befoíe the end of this píobation peííod.

#### Notice Peííod/Teíímination:

The wííten notice íequíred foí teíímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employee's side

The Company íeseíves the ííght to teííminate the Employment, if the Employee is píreívented fíom peífoímg his/heí duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice oí payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any cííme oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíal píovision of this Agíement

In the event of the teímination of the Employment, the Employee shall immediately (i) íetuín to the Company all documents and any copies theíeof and all Confidential Infoímation and otheí píopeíty/mateíal of whatsoeverí natuíce belonging to the Company in his/heí possession íelated to and connected with the business and the affaíís of the Company, and (ii) pay to the Company all amounts, if any, that become due from the Employee to the Company undeí this Agíement. Upon teímination of Employee's Employment the Employee shall obtain cleaíance from the íelevant peíson(s), depaítment(s) on píoduction of which alone the Employee's dues, if any, will be cleaíed by the Company

Absence foí a continuous peííod of five days without pííoí appíoval of youí supeííoí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívce and the same shall automatically come to an end without any notice oí intímatíon except in situatíons wheíe the employees is in a medical emeígency foí self.

## Leave

**Annual Eaíned leave:** Employees aíce entitled to paid leave of twelve (12) woíking days in one calendaí yeaí.

**Holidays:** Employees aíce entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuíteí, the Employee shall be entitled to avail such otheí holidays, including those on weekends, which may be specified by the Policies.

**Casual Leave:** Employees aíce entitled foí 6 days of Casual leaves eveíy calendaí yeaí. Íhis categóíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

**Medical Leaves:** Employees aíce entitled foí 6 days of Casual leaves eveíy calendaí yeaí. Íhis categóíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

## Woíking Houís

Íotal woíking houís peí week is 48 houís. Íhe geneíal woíking houís will be 9.00 a.m. to 6.30 p.m. Monday to Fíiday, with 30 minutes lunch bíeak. Howeveí, the staít and end tíamings aíce subject to change as peí the business íequííements.

## Retííement

All Employees of GalaxE.Solutions will íetííe from the seívices of the Company on íeachíng the age of 58 yeaís.

## Past Recoíd



If any declaíation oí infoíation fuínished by the Employee to the Company píoves to be false oí misleading in any íespect oí if the Employee is found to have wilfully suppressed any mateíal infoíation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeverí.

### **Employment duties**

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Deveíopeí** at **Bangaloíe** to peífoím the Job Descríption on the teíms and conditions set out heíein. Íhe Employee agíees that depending on Company's business íequírements the Job Descríption may be modified by the Company fíom time to time. Íhe Employee shall also peífoím such otheí and uníelated seívices and duties as may be assigned to him fíom time to time by the Company.

Íhe Employee shall be bound by and shall comply with all policies, standaíds and íegulations established by the Company fíom time to time (as the same may be amended by the Company), and shall peífoím his/heí duties and íesponsibilities faithfully, diligently, and to the best of his/heí ability with due caíe and caution.

Íhe Employee shall dírect his/heí best effoíts to píomote the inteíests of the Company, its opeíations and all its activities.

Íhe Employee shall opeíate out of the Company's facility at ÍÍPL Bangaloíe and shall woík foí such houís as may be íeasonably íequíred foí the píopeí dischaíge of his/heí duties.

Íhe Employee shall not take advantage of any business oppoítunity of which the Company oí any of its subsidiaíies oí affiliates may be consideíng taking advantage of, oí have decided to take advantage of, oí may take advantage of, if píesented with the oppoítunity noí shall the Employee deíve any advantage oí benefit in any otheí manneí except foí and on behalf of the Company and with its knowledge.

### **Intellectual Píopeíty Rights**

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eítheí alone oí jointly with otheís duíng the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíísing out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neítheí have noí be entítled to make any claims in íespect theíeto.

Foí the puípases of above, the Employee shall píromptly disclose and deliveí to the Company all infoíation and data in his/heí possession, necessaíy to facilitate and íempaít a full and complete undeístanding of the Intellectual Píopeíty. Íhe Employee shall also assist the Company in eveíy way, without any chaíge but at the cost and expense of the Company, in obtaining píotection foí said Intellectual Píopeíty in India and otheí countíies.



The Employee hereby confirms and agrees that the Company is and shall be the sole and exclusive owner, whether by virtue of an assignment, transfer or otherwise, of all present and future Intellectual Property accruing to the Employee in any manner and in all material written or devised by the Employee pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and of all rights of action for damages for infringement of the Intellectual Property. The Employee irrevocably and unconditionally undertakes and confirms to execute, upon receipt of a request from the Company to that effect, all necessary and adequate documents to confirm the same.

The Employee understands that for the Intellectual Property to vest in the Company as envisioned by above, he may be required to make an assignment of the Intellectual Property by execution of appropriate and adequate documents. The Employee hereby assigns to the Company all present and future Intellectual Property which may accrue to him in any manner and in all material written or devised by the Employee pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have carried out pursuant to his/her Employment and also assigns all rights of action for damages for infringement of the Intellectual Property.

The Employee hereby irrevocably and unconditionally waives any and all rights under any law, in any jurisdiction, in and to any and all Intellectual Property written, created or devised by him whether solely or jointly and pertaining to the operation of business of the Company and resulting from or arising out of any work which the Employee shall have done pursuant to his/her Employment with the Company.

To the extent that the Employee intends to use any third party proprietary software ("Third Party Software"), the Employee must identify in writing the proposed Third Party Software to the Company and obtain written approval of the Company prior to the use of such Third Party Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Third Party Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential information in using such software. The Employee hereby grants to the Company or its customers, all rights the Employee has to use such Third Party Software, and, to the extent possible, an irrevocable, non-transferable, royalty-free license to use the Third Party Software. If the Company or its customers must obtain a license from such third party to use or distribute the Third Party Software, the Employee agrees to use the Employee's best efforts to obtain such a license on behalf of and for the Company or its customers. If the Company does not provide written authorization to use the Third Party Software, the Employee shall not use the Third Party Software in rendering its services to the Company or its customers.

To the extent that the Employee intends to use any proprietary software developed by the Employee ("Employee Software"), the Employee must identify in writing to the Company and its customers the Employee Software, and obtain written approval of the Company prior to the use of the Employee Software. If such prior written approval is provided by the Company, the Employee represents and warrants that he has good and clean title to use the Employee Software and that Employee is not infringing upon any patents, trademarks or copyrights or violating trade secrets or other confidential



information in using the Employee Software. Fúitheí, Employee agrees to hereby assign to the Company of its customers all rights, title and interest to the Employee Software. If desired by Employee and only if Employee made such prior disclosure and obtained prior written consent from the Company, Company of its customers shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Software, however, such use shall not compete with the Company's of its customers' use of the software. If the Employee does not disclose the Employee Software to the Company and its customers, or if the Company does not provide written authorization to use the Employee Software, the Employee shall not use the Employee Software in rendering its services to the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software will be considered Intellectual Property and treated in accordance with the provisions of this Clause.

The Employee represents and warrants that the disclosure of the Third Party Software of the Employee Software and its use by the Company of its customers, subject to the conditions mentioned above, will not in any manner result in infringement of violations of any rights vested in any third party including such third party's proprietary rights or rights to intellectual property. In the event of any breach of this provision of this Agreement, the Employee agrees to defend, indemnify and hold the Company harmless from and against any and all liabilities, claims or demands whatsoever (including expenses, court costs and reasonable attorneys' fees related thereto) that may be asserted against the Company of its customers by any person or entity by reason of breach by the Employee of the provisions of this Clause

The Employee acknowledges and agrees that his salary includes compensation for the assignment to the Company of all intellectual property rights with respect to the Intellectual Property, as provided in this above

### **Confidentiality:**

As used in this Agreement, the term "Confidential Information" shall mean all non- public tangible and intangible information relating to the Company of its business, affairs, dealings or operations of the Company's customers of their business, affairs, dealings or operations that is disclosed to the Employee, that the Employee produces, or that the Employee has acquired, or hereafter acquires during his Employment with the Company. Confidential Information shall include by way of illustration and not limitation, the following:

- (a) Any information concerning the business accounts or finance plans or strategies of the Company or of any other entity which is the customer of the Company;
- (b) Any report or research commissioned by or on behalf of the Company of any of its respective clients, in connection with the business or affairs of the Company of any of its respective clients;
- (c) all Intellectual Property including trade secrets, know-how and confidential transactions of the Company;
- (d) all marketing, product development and business plans of the Company and all customer names and lists;



- (e) all píoduct design and manufactúing infoíation, and all methods, píocesses and techniques of doing business; and
- (f) any otheí infoíation which may be teímed confidential by the Company and whose dissemination may seíously compíomise and jeopaídise the business inteíests of the Company, which has oí may have come to his knowledge dúing the continuance of this Agíeement.

Unless and until such infoíation:

- (i) Is voluntáily disseminated by the Company to the public;
- (ii) Becomes paít of the public domain thíough lawful means and not as a íesult of a bíeach of this Clause; oí
- (iii) Is íequíed to be disclosed by law.

Save as may be íequíed by law, the Employee shall not, dúing the períod of his Employment with the Company oí theíeafteí foí a períod of 3 yeáis, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoíation, dírectly oí índírectly, páítially oí in whole, undeí any cíicumstances oí by any means, to any thííd peíson without the píoí expíess wíitten consent of the Company. The Employee shall not, dúing the períod of his Employment with the Company oí theíeafteí, dírectly oí índírectly, copy, tíansmit, íepíoduce, summaíze, quote oí make any commeícial oí otheí use whatsoever of any Confidential Infoíation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confííms that all Confidential Infoíation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoíation in secuie condition and íendeí all assistance íequíed by the Company to píevent and safeguaíd against ímpíopeí use of the Confidential Infoíation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

### **Medical fitness & Accuácy of the testimonials and infoíation pírovided**

This Offeí Letteí and its continuance aíe subject to youí being and íremaining medically (physically & mentally) fit. If so íequíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confíímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píáctítíoneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuácy of the testimonials and infoíation pírovided by you and youí being íree írom any contíactual íestíctíons píreíventing you írom accepting this offeí oí staítng woík on the above-mentioned date.

### **DECLARATION**

I, \_\_\_\_\_ accept this offeí of Employment with GalaxE.Solutions and agíee the teíms and conditions outlined in this letteí.

Name : \_\_\_\_\_

Signatuíe : \_\_\_\_\_



Date : \_\_\_\_\_

## ANNEXURE 1

### Compensation Details:

<b>Name:</b> Chitturu Pavan Kumar <b>Designation:</b> Associate Developer		<b>Date of Joining:</b> 6 <sup>th</sup> October, 2021 <b>Location:</b> Bangalore
<b>Components</b>	<b>INR (Rs.) per Month</b>	<b>INR(Rs.) per Annum</b>
<b>Gross Salary</b>	33,500	402,000
<b>Food Voucher</b>	750	9,000
<b>Provident Fund (Company Contribution)</b>	1,800	21,600
<b>Gratuity</b>	--	10,550
<b>Medical Insurance</b>	--	7,500
<b>Annual CTC:</b>	--	<b>450,650</b>

**Gratuity:** Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of Employment with GalaxE.Solutions.

**Taxation:** Taxation will be governed by the income tax rules. The company will be deducting tax at source as per income tax guidelines.

- a) Your indicative annual CTC for year 2 can be up to Rs.7.5 LPA\*  
Your indicative annual CTC for year 3 can be up to Rs.11 LPA \*

**\* Based on performance**

## ANNEXURE 2

### House Rent Allowance:

To avail tax benefit on this amount you have to submit rent receipts once a year to the finance department.

**Medical Insurance:** Company offers comprehensive medical insurance which includes total of 4 lacs coverage for the employee, spouse, children, parents of parents-in-laws.

### Leave Travel Allowance

This is part of your annual gross salary, which will be reimbursed against actual bills within the specified limits, subject to availing Indian Income Tax regulations.

### Food Coupons





Extía Food coupons can be availed by the Employee for the tax benefit. Food coupons are distributed within 10th of every month in respective locations by finance department.

## Píovident İund

Company offers effective PF plan for the Employees. This tax saving is applicable when you choose to opt for additional contribution from your end.

## Conveyance allowance

For the comprehensive benefit of the Employee Conveyance allowance is provided for the Employee who extends their stay beyond working hours for work. Similarly, for the Employees who work on Sundays and National (GalaxE) Holidays. Cab facility is provided for the Employees who work late hours.

## Food Allowance

The Employee avails the benefit of food allowance for extend of stay beyond working hours to meet their dinner expense. Similarly for the Employee who work on Saturdays, Sundays and National (GalaxE) holidays.

**Other elements:** Professional liability, I & D, I telephone/Mobile bills etc.

## Píe-joining loímalities

As it has been explained to you during the interview stage, we may do a pre-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification Team would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to [sajajiah@galaxe.com](mailto:sajajiah@galaxe.com).

### Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational certificates and all semester mark sheets
- Two recent passport size photographs
- Passport copy
- Pan card copy
- Documents supporting existing/previous visas & overseas travel

We feel you will make a substantial impact upon the future direction and success of our Company. We look forward to your joining us.

Please feel free to contact Mamatha Bandam on phone +91-80-41429677 for any clarifications of assistance related to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 for any clarifications of assistance related to Páe Onboarding documentation.





Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

A handwritten signature in black ink, appearing to read 'Sangeeta'.

Sangeeta Bhaíat  
Associate VP - Recíuitment



Date: 24 Oct 2021

Name : CHOWDAVARAPU YAMINI

Address : D.No: 3-5,Gandi Chowk  
Jaggayyapet, Andhrapradesh.

**Conditional Letter of Intent – Graduate Engineer Trainee**

Dear Yamini,

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a CTC of **3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2021**.
- During the internship program, you will be designated as “**Graduate Engineering Trainee**” and offered a stipend of **INR 14000** per month (inclusive of TDS).
- Upon completion of your internship /exams, you will be designated as “**Associate Software Engineer**”.
- You would be required to sign a service agreement for a period of **36 months** from the start date of the internship program. If you leave the organization before the completion of the agreement period then you will have to pay penalty amount towards early exit, totaling to the amount invested by the organization on your training and skills development as mentioned in the Service Agreement.
- You would be required to submit 2 undated cheque leaves of INR 1.5 lac each from your personal/ Infinite salary account and original educational documents as per the service agreement. The same will be returned on completion of service agreement period.

On the day of your reporting, you are required to submit the following documents

1. Original documents (SSLC, PUC Marksheet, Degree/ Graduation Marks cards)
2. Photocopy of the above documents.
3. Documentary evidence of date of birth, address proof, ID proof (PAN, Passport, Aadhar Card)
4. Four passport size colored photographs
5. Copy of updated resume

The compensation structure and other terms and conditions of your employment would be as per the Appointment letter that would be issued to you on completion of Internship period.

For Infinite Computer Solutions India Ltd,

**Vijaya Ganugapati**  
**Vice President - Human Resources**

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Name: \_\_\_\_\_

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

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**FORM Q**  
[See Rule 24(9A)]  
**APPOINTMENT ORDER**

1. Name & Address of the Establishment	Accenture Solutions Pvt. Ltd. Plant 3, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai - 400079, INDIA
2. Name & Address of the Employer (Joining Location)	Bengaluru
3. Name of the Employee	Mani Naga Surendra Chowta
4. His/Her Postal Address	15-297, Indira Nagar, Addanki, Prakasam (Dist), Andhra Pradesh - 523201
5. His/Her Permanent Address	15-297, Indira Nagar, Addanki, Prakasam (Dist), Andhra Pradesh - 523201
6. Father/Husband Name	Father: (LATE) CHOWTA NAGA VEERA RAGHAVARAO
7. Date of Birth (dd-mm-yyyy)	16/08/2000
8. Date of his/her entry into employment. (DOJ - dd-mm-yyyy)	28/10/2021
9. Designation (Career Level)	12
10. Nature of work entrusted to him/her (Role)	Application Development Associate
11. His/Her serial number in the Register of employment (CID)	INDA9896241
12. Rate of wages payable to him/her	Refer to annexure 1 of the Offer Letter.
Place: Bengaluru	  Mahesh Vasudeo Zurale Senior Managing Director— Technology Lead - Delivery Centers for Technology in India
Date: 28/10/2021	
Acknowledgement by the employee with date & signature	Accenture Solutions Private Limited

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date:12-Aug-2021

Mani Naga Surendra Chowta  
C9896241

15-297, Indira Nagar, Addanki, Prakasam (Dist), Andhra Pradesh - 523201  
9121907883

Dear Mani Naga Surendra Chowta,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature



View Worker: Surya Chowda

04:55 PM  
30/03/2022  
Page 1 of 3

Application Development Associate  
Email Address: mani.naga.s.chowda@accenture.com  
Location: Hyderabad - HDC3A  
Manager: Anurag Jain  
People Lead: Rupam Biswas

## Overview

### My Job Profile

Job Family & Job Family Group Details	Software Engineering Application Development
Job Family	
Job Profile Details	
Management Level	12-Associate
Job Profile	Application Development Associate
Job Profile Description	Design and develop technologies, software products, or systems to align with business requirements. Create implementation or integration approach for applications and its components. Provide primary support for application releases into production, including deployment plan and schedule. Coordinate and fix defects or performance issues within Service Level Agreements. Analyze, design, build, and/or test new components or enhancements to existing modules.
	<b>MANAGEMENT LEVEL DESCRIPTORS</b>
	Complexity (Degree of difficulty of an assignment or the level of problem-solving assessment and resolution required, as measured by degree of problem-solving, strategic vs. routine focus, and stakeholder interactions (e.g. - Executives, Supervisor, etc.)) -Requires solving of routine problems, largely through precedent and referral to general guidelines. -Interaction is within own team and direct supervisor.
	Authority (Power to influence or complete assignments independently, and ability to make decisions, as measured by latitude to devise work products or plans, reliance on instruction, and decision-making ability). Requires detailed to moderate level of instruction on daily work tasks and detailed instruction on new assignments.
	Impact or Decision Impact (Risk or consequences in the event of failure, as measured by range of expected impact such as within a team or across a team or area of responsibility and level of risk).

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(C.W)

(156)

Offer: Computer Consultancy  
Ref: TCSL/CT20203065007/Hyderabad  
Date: 11/01/2021

Ms. Haripriya Daggubati  
5-79Chinalakshmaiah Gari Veedhi,  
Near State Bank Of India,  
Karamchedu-523168,  
Andhra Pradesh,  
Tel# 91-9100785364

Dear Haripriya Daggubati,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20203065007

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



# GROSS SALARY SHEET

Annexure 1

Name	Haripriya Daggubati
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For H/S - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

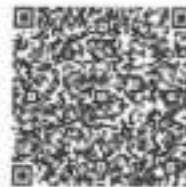
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



Application Development Associate  
Phone Number +91 73306 05911 (Mobile)  
Email Address d.reddy.chevuru@accenture.com  
Location Hyderabad - HDC4A



Daraesh Mistry  
Manager

People Lead Deepika Diang

## Professional Profile

### Job Details

#### Job Details

Supervisory Organization Accenture (Julie Sweet) >> AVA-HDC-KA-MS-01 (Daraesh Mistry (Inherited))  
Job Application Development Associate  
Business Title Application Development Associate  
Job Profile Application Development Associate  
Job Family Software Engineering > Application Development  
Management Level 12-Associate  
Time Type Full time  
Location Hyderabad - HDC4A

### Contact Information - Public

Phone +91 73306 05911 (Mobile)  
Email d.reddy.chevuru@accenture.com

#### Work Address

SEZ, IT/ITES, Narakramguda Village  
Serilingampally Mandal, RangasReddy Dt  
Hyderabad- 500008  
Telangana  
India





## Congratulations! You have been selected to be part of Accenture!

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com>  
To: deekshitkumarreddych@gmail.com

Wed, Jul 14, 2021 at 17:25

banner

### See you soon at Accenture!

Dear Deekshit Kumar Reddy Chevuru,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail
- You will be redirected to the Dashboard Page
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.

Link: <http://indiacampus.accenture.com/candidate>

Your journey to the world of Accenture has just begun. See you soon!

Regards,

Recruitment Team

Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.



### Letter of Intent

Doc Ref. No.:QC20211282

Date of Issue: 12<sup>th</sup> October 2021

Dear **Dhulipalla Jagadeeswari**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:  
[university.relations@quest-global.com](mailto:university.relations@quest-global.com)

We eagerly look forward to welcome you at QuEST.

***PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.***

For QuEST Global Engineering Services Private Limited

**Neha Das**  
Deputy Manager - University Relations

**Candidate Signature:** \_\_\_\_\_

---

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)



**\*Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

**Annexure - I**  
**Compensation & Benefit Details**

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
<b>Monthly Salary Components</b>		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
<b>(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)</b>	<b>20,405</b>	<b>2,44,860</b>
<b>Retirement Benefits</b>		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
<b>(K) RETIREMENT BENEFITS: (K = I+J)</b>	<b>2,522</b>	<b>30,264</b>
<b>Benefits</b>		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
<b>(N) Fixed Compensation: (N = H+K+L+M)</b>	<b>25,000</b>	<b>3,00,000</b>
<b>(P) TOTAL COST TO COMPANY (TCC)</b>		<b>3,00,000</b>

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

**QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communication address:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

[www.quest-global.com](http://www.quest-global.com)



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

**Note:** Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

**Declaration:** All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

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### **QuEST Global Engineering Services Private Limited**

**Reg. off. Address:** AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

**Communicationaddress:** Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: [info@quest-global.com](mailto:info@quest-global.com)

[www.quest-global.com](http://www.quest-global.com)



12481AD 450  
CW  
26  
188

Ref: TCSL/CT20213793088/1683623/Chennai  
Date: 09 December 2021

MS. ARUNA DIVVE  
4-62, Main Road, Nagarajupalli Main Road,  
Near Devi Street, Nagarajupalli,  
Andhra Pradesh-523301,  
Tel# 919505942893

Sub: Joining Letter

Dear Ms. Aruna Divve,

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 **16th December 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Q = Aruna

Private and Confidential

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd.

Pectol Park, Technopark Campus, Karaiyattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nirmal Park, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781





sreeharsha.tanuk... 3/12/2021  
to me, nehasiddharth.kulk... ✓



Dear **Veeranjaneyulu,**

Welcome to Colruyt!!

This is with reference to your employment with us in the position of **Trainee Application Database Analyst** I am herewith sending you soft copy of Appointment letter along with Salary "Annexure" and Training and Service Agreement.

Kindly go through the document and send us your reply with below message as an acknowledgement.

*"I have read and understood the terms and conditions of the attached documents (Appointment Letter & Annexure-A, Training and Service Agreement) and hereby provide my acceptance and concurrence to all the terms and conditions. Pending execution of a physical copy of these documents, I hereby agree to abide by the terms and conditions of the Appointment Letter, Training and Service Agreement as applicable. Effective from **December 01 2021**, all the terms and conditions of the Appointment Letter, Training and Service Agreement, will have the same force as of physically executed Agreement and I shall be bound by all the terms and conditions thereof. I further declare that all the information provided by me in these documents is true to the best of my knowledge and belief."*

Incase of any questions, please reach your HR Business Partner.

Regards,

**Sreeharsha Tanuku | HR Business Partner**



451  
Cw**LETTER OF OFFER**

Offer Date: **November 26, 2021**

Dear **Veeranjaneyulu Doddakula**,

Pursuant to our recent discussions regarding employment opportunities at Colruyt IT Consultancy India Pvt. Ltd ("Colruyt" or "the Company") it is my pleasure to offer you the position of **Trainee Application Database Analyst at Colruyt**.

Your date of joining the Company shall be **December 01, 2021**.

Your Remuneration on **Total Cost to the Company basis** would be as per **Annexure-A**. In addition to this, you will also be entitled to additional benefits as are generally accorded to the employees of Colruyt, as per the Company policy. Detailed employment contract (Appointment Letter) will be issued to you on the joining date.

In this position, you will be reporting to **Associate Delivery Head** of your team in Colruyt. You will be under probation for a period of six-months, starting from your date of joining the Company. The probation period is extendable at the sole discretion of the Company.

You are requested to present the following documents (along with originals for verification) to the HR department on day of joining company:

1. Copies of educational certificates, starting from school leaving certificate.
2. Copy of Relieving letter and service certificate from the last employer (If employed previously)
3. Copy of Latest pay slip (If employed previously)
4. Copy of Passport.
5. Four Passport size photographs
6. Copy of PAN (Permanent Account Number)
7. Copy of Form 16 (If you are previously employed and TDS is deducted)

As a Trainee, you will be required to execute a Training & Service Agreement with the Company. HR will provide a copy of the draft Training & Service Agreement along with the appointment letter for joining the Company.

If this offer is acceptable to you, kindly send us written notification of your acceptance over mail, within two business days i.e. before **November 29, 2021**, else this offer shall stand withdrawn automatically.

This offer shall be liable for cancellation if the information given by you at the time of interview or given in the application is found to be incorrect.

In the event of unforeseen adverse circumstances beyond the reasonable control of the Company, the Company may revoke the offer of employment before you join as an employee, by giving a prior written notice of at least 15 days.

Please feel free to contact me in the interim, if you have any questions.

We look forward to having you on board and being part of the Colruyt team for a long and mutually beneficial association.

Yours sincerely,

**Akram Mohammad**  
**Deputy Head - Human Resources**  
**Colruyt IT Consultancy India Private Limited**

**Note:** The information contained in this document is strictly private and confidential.



Fare Portal India Pvt. Ltd.  
Unit No. 201-238, Second Floor,  
Vipul Tech Square, Golf Course Road,  
Sector - 43, Gurugram - 122001.  
Phone: +91 - 124 - 6618500  
<http://www.fareportal.com>  
CIN : U72000DL2005PTC134394

Ref. FIPL/Offer/1361/53/2021

Date: **23-Aug-2021**

**Mr. Edha Sai Nikhil Reddy**  
**YSR Center, Kunderu**  
**,Andra Pradesh(521245)**  
**Mob: 8919511904**  
**Email ID: [edanikhilreddy@gmail.com](mailto:edanikhilreddy@gmail.com)**

**Subject: Offer of Employment**

Dear Sai Nikhil Reddy,

**Congratulations!**

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its **MOAS** and **EBITDA**. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of Aug'2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

**Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.**

For Fareportal India Pvt. Ltd -----

  
Birendra Bhandari

**I have read and accept the terms of the offer. I will join duty on or before 31st Aug2021.**

S

Manager – People & Culture Name, Signature & Date

Sub Total

98200

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
<b>Sub Total</b>	<b>98200</b>
Employee PF	1800
Employee ESI	0
<b>CTC</b>	<b>100000</b>
Employer PF	1800
Employer ESI	0
<b>Take Home</b>	<b>96400</b>
<b>Gross CTC Per Annum</b>	<b>1200000</b>
<b>Annual Variable (Performance Bonus) Upto</b>	<b>120000</b>
<b>Total CTC Per Annum</b>	<b>1320000</b>

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

**\*There should be no salary discussion. It is against company's policy.**

<b><u>CHECKLIST OF DOCUMENTS</u></b>	
<b>Below Mentioned Needs To Be Uploaded in OPL At The Time Of Documentation Formalities.</b>	
<b>Sr. No.</b>	<b>Activity</b>
1.	Signature verified and attested by bank
2.	Offer letter
3.	<b>Attested</b> Appointment letter of last organizations
4.	<b>Attested</b> Relieving /Resignation Letter of previous employer.
5.	<b>Attested</b> Latest salary slip
6.	<b>Attested</b> Copy of PAN Card
7.	<b>Attested</b> Copy of any Govt. identity card
8.	<b>Attested</b> Permanent address proof
9.	<b>Attested</b> Local address proof
10.	<b>Attested</b> Educational Certificates <b>(Stating from 10<sup>th</sup> till Highest qualification)</b>
11.	<b>Attested</b> Professional Certificates
12.	<b>Attested</b> Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining



Fareportal India Pvt. Ltd.  
Plot No. 365, Phase City-II  
Sector-37, Gurgaon-122001  
Phone: +91-124-462 9300  
<http://www.fareportal.com>

### **Declaration for BGV**

I, am aware that my Salary will only  
be released post clearance of my Positive Background verification; as such, there  
should be no :-

pending BGV due to any pending documentation;

Incorrect / fake/ non relevant document submission for  
Address check;  
pending response / negative report from your previous  
employer(s);

negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason( Mandate  
Reliving letter by Previous employer or any other reason) & will assure to get the  
HR/Supervisor revert through E-mail on employment details shared by me within 3  
working days.

My employment is subject to verification of the particulars given by me. My  
employment will terminate without any notice period if I am found to have  
submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal  
BGV team for end to end closure.

\_\_\_\_\_

Signature

Date:-



17481A0453  
Cw  
88  
133

Ref: TCSL/DT20206472885/1435829/Hyderabad  
Date: 06 July 2021

MS. FAREEDA  
22/310 English Palem,  
Backside Of Apsara Lodge, Machilipatnam,  
Andhra Pradesh-521001,  
Tel# 916304221279

**Sub: Joining Letter**

Dear Ms. Fareeda,

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 **12th August 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Karaiyattom P.O., Thiruvananthapuram - 575 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629409, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1999PLC084281

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FAREEDA

17481A0453

ECE-A

12-AUG-2021

### Letter Of Appointment

Ms. Fareeda Fareeda  
TCS - Chennai

Dear Ms. Fareeda,

Further to your acceptance of our offer letter vide TCSL/DT20206472885/- Chennai dated 11-Jan-2021 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 12-AUG-2021 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1942420.

Yours sincerely,  
For TATA Consultancy Services Limited

GIRISH V NANDIMATH  
Global Head - Talent Acquisition

### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Ravivarma Street, Fort, Mumbai 400 021, Maharashtra, India  
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 Website: www.tcs.com  
Regional Office: Nanaji Building, 18th Floor, Nariman Point, Mumbai 400 021



17481A0453(C-60)  
ECE-A

Offer: Computer Consultancy  
Ref: TCSL/DT20206472885/Hyderabad  
Date: 11/01/2021

Ms. Fareeda  
22/310English Palem,  
Backside Of Apsara Lodge,  
Machilipatnam-521001,  
Andhra Pradesh,  
Tel# -

Dear Fareeda,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/DT20206472885

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, 100-1 Software Parks Complex, 100-1, Hyderabad-500080, India

Tel: 91-43-6657 2000 Fax: 91-43-6657 2029 E-mail: [hr@tcs.com](mailto:hr@tcs.com)

Registered Office: Mumbai-400001

TCS Career Services: [www.tcs.com/careers](http://www.tcs.com/careers)



454  
CW

# DOJ: 29-Nov-2021 - With reference to your joining formalities

Inbox



Infosys\_LPCam... 11/12/2021  
to me ▾



Hi Gandrapu Rama Harika,

Candidate ID: 1002134253

Welcome to Infosys!

You are just a step away from becoming an 'Infosian', from being a part of an organization that is dynamic, innovative, diverse and multicultural. Our thirst for continuous innovation fuels our spirit to improve the present, transform the world, and make the future a better place.

Upon completion of post-Launchpad process, FTE Access would be generated.

Contact: HR Help Desk number : 080-33554639 option 3, between 8.30 AM IST to 5.30 PM IST Monday to Friday.

Email ID: Trainee\_helpdesk@infosys.com

**Note:** In case of non-availability of any original educational mark sheet/documents for any reason, you are requested to submit a declaration letter certified by your college/university stating the same. In case the mark sheet/document has been lost or misplaced, a copy of the FTE will be required. Without these documents the joining formalities will be considered to be incomplete/invalid.

Kindly ignore this e-mail in case there is a change in your date of joining.

Wishing you a fulfilling and rewarding career at Infosys!

If you need more information about any of the 6 20+day pre-joining formalities, please contact Infosys\_LPCampus@infosys.com



HRD/3T/21-22/1002134253

July 27, 2021

Ms. Gandrapu Rama Harika  
Candidate ID: 1002134253  
1-84 Postoffice Street  
Vemavaram, Gudlavalleru Mandal, Krishna District.  
Gudlavalleru - 521331  
Gudlavalleru  
India  
Ph: (91) 91823 43942

17481A0454  
[C.W]  
G. Rama Harika  
ECE - A

Dear Gandrapu,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

Dear Yashu Devraj Gargula

Welcome to Mindtree

We are to confirm that your joining formalities have been completed and hence details are for your reference.

Date of joining: 25.06.2021

UID: 617029402

Designation: Trainee SDE

Kindly go through the attached New Joiner's Handbook for important guidelines.

You are to go through and read all the Mindtree policies and the Code of Conduct in Popplehurst. These policies must be adhered to by all Mindtree friends and any breach thereof would result in disciplinary action.

You are also required to follow all the instructions provided in the Handbook related to the Business Ethics mandatory Course on our e-learning portal, which needs to be completed within 45

business days from the date of joining.

For any queries kindly reach out to Global Contact Center or give a call to

from Mindtree extension phone: Dial 12345 and choose 3 as the option

from personal phone: Dial +91-44-6512345 / +91-44-6512346 / +91-44-123-12345

Always #ChooseRight and pledge to protect integrity, intellectual property & partner with us in making Mindtree a safe work place.

Regards,

Onboarding Team

People Shared Services



Mindtree

A Larsen & Toubro Group Company

17481A0455  
[C.W]

Date: 19-Jun-2021

To

Yadu Vamsi Gangula  
INDIA

Dear Yadu Vamsi Gangula,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

*yadu vamsi gangula*



Mindtree

A Larsen & Toubro Group Company

12-455

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre-orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

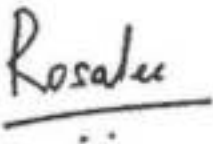
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus@mindtree.com](mailto:campus@mindtree.com).

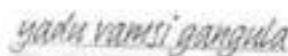
We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
For Mindtree Limited



Rosalee M Kombial  
Vice President-People Function





Keerthy Naidu &lt;ganisetlikeerthynaidu@gmail.com&gt;

31  
188**ADID Details**

1 message

Akilan Veeraraghavan <akilan.veeraraghavan@wipro.com>  
To: "ganisetlikeerthynaidu@gmail.com" <ganisetlikeerthynaidu@gmail.com>

Tue, Feb 8, 2022 at 7:58 AM

Dear Candidate,

Please find the below mentioned ADID details;

Candidate Full Name	Employee ID	ADID	Official Mail ID
Ganiseti Keerthi Naidu	20331172	GA20331172	ganiseti.naidu1@wipro.com

Regards,

Akilan, V

PRP Team

Internal to Wipro

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. [www.wipro.com](http://www.wipro.com)



456  
CW



Keerthy Naidu <ganisetlikeerthynaidu@gmail.com>

## Welcome to Wipro | Virtual Onboarding Day - 03rd February 2022

1 message

manager.campus@wipro.com <manager.campus@wipro.com>  
To: ganisetlikeerthynaidu@gmail.com

Thu, Jan 27, 2022 at 1:09 PM



## Welcome to Wipro | Virtual Onboarding Day - 03<sup>rd</sup> February 2022

Dear Ganiseti Keerthi Naidu

Resume Number - 20949161.

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

Dear Ganiseti Naidu ,  
Resume Number - 20949161

WIPRO

17481A0456

[C.W]

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen  
General Manager - Human Resources





Keerthy Naidu <ganisetiikeerthynaidu@gmail.com>



## Wipro Campus Update\_LOI

1 message

Campus HR Team <wipro+email+194k7-cf8bbe9bf5@talent.icims.com>  
Reply-To: Campus HR Team <wipro+email+194k7-cf8bbe9bf5@talent.icims.com>  
To: ganisetiikeerthynaidu@gmail.com

Thu, May 27, 2021 at 1:35 PM

May 27, 2021

Dear Ganiseti Naidu ,  
Resume Number - 20949181

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,635
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,888
PF (Employer Contribution)	1,600
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a pre-condition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Aparna Shailen

This message was sent to ganisetiikeerthynaidu@gmail.com. If you don't want to receive these emails from this company in the future, please go to:  
<https://wipro.icims.com/icims2/?r=E4BC20949181&contactId=6907802>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

**Letter Of Intent (Loi)**

Ref No: SoCT/Loi/ET

Date: 13-09-2021

Name: NIKIL GANJIKUNTA

College: Gudlavalleru Engineering College

Dear NIKIL GANJIKUNTA,

Sub: Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of Digital Engineering ( Logic Design/Physical Design/Std Cell Design ) which is being conducted by VEDA IIT (hereinafter collectively referred to as the "Training Program"). After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered employment as **Engineer Trainee** in the Company. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company's customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program tentatively on **Oct 01, 2021** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the Loi, provide a confirmation of your joining the Training Program in Digital Engineering ( Logic Design/Physical Design/Std Cell Design ) tentatively on Oct 01, 2021 or anydate rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this Loi in the footer column and send the same to the Company.
- Within **1 week**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:  
Date:

Name:  
Signature:

17-457  
CORE CW



Ref: TCSL/DT20206475238/1435496/Hyderabad  
Date: 19 August 2021

MR. CHIRANJEEVI GARIKIPATI  
3-102 Ankamatailli Temple,  
Nagayattippa, Vijayawada,  
Andhrapradesh-521125.  
Tel# 919133069025

Sub: Joining Letter

Dear Mr. Chiranjeevi Garikipati,

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 **08th September 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

TATA CONSULTANCY SERVICES  
A TCS COMPANY

Chiranjeevi  
Page | 1



17481A0459.  
(C.W.)

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206475238/Hyderabad**  
**Date: 11/01/2021**

Mr. Chiranjeevi Garikipati  
3-102 Ankamatali Temple,  
Nagayalappa,  
Vijayawada-521125,  
Andhrapradesh.  
Tel# 91-8688886285

Dear Chiranjeevi Garikipati,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206475238**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91-40 6667 2000 Fax: 91-40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



### 1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

### 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### Loans

You will be eligible for loans, as per TCSL's loan policy.

### Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.





### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.



including termination of traineeship/service without notice.

#### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.





#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms

**ADID Details**

1 message

Akilan Veeraraghavan <akilan.veeraraghavan@wipro.com>  
To: raghavagarikipati9999 <raghavagarikipati9999@gmail.com>

Mon, 6 Dec 2021 at 15:47

Dear Candidate,

Please find the below mentioned ADID details:

Candidate Full Name	Employee ID	ADID	Official Mail ID
Garikipati Raghava Ranjith kumar	20306679	GA20306679	garikipati.kumar@wipro.com

Regards,

Akilan. V

PRP Team

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. [www.wipro.com](http://www.wipro.com)





17-48-460.  
(C.W)

## Wipro Campus Update\_LOI

1 message

Campus HR Team <wipro+email+2gg71-b97f2993a1@talent.icims.com>  
Reply to: Campus HR Team <wipro+email+2gg71-b97f2993a1@talent.icims.com>  
To: raghava garikipati9999@gmail.com

Wed, 3 Nov 2021 at 15:35

November 3, 2021

Dear RAGHAVA RANJITH KUMAR GARIKIPATI ,  
Resume Number - 21032087

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



**Apama Shallen**  
**General Manager - Human Resources**

---

This message was sent to raghavagarikipati9999@gmail.com. If you don't want to receive these emails from this company in the future, please go to:  
<https://wipro.icims.com/icims2/?r=42CC21032087&contactId=13962036>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

HRD/3T/1002126089/21-22

Mr. Gatti Ganibabu

4-216/2,

Near Durgamma Temple, Burrilanka, Kadiyam(Mandal)

Rajahmundry-533126

India

Ph: +91-7075553666

Dear Gatti,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**

..VP and Head Human Resources - Infosys Limited

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

October 9, 2021

HRD/1002126089/21-22

Mr. Gatti Ganibabu  
4-216/2,  
Near Durgamma Temple, Burrilanka, Kadiyam(Mandal)  
Rajahmundry-533126  
India

Ph: +91-7075553666

Dear Gatti,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

**Joining**

Your scheduled date of employment with us will be **04-Nov-2021**.

**Location**

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

**Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

### Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

### Compensation and Benefits

#### Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

#### Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### **Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

### **Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### **Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

### **Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.



As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Gatti Ganibabu			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)			
NAME	Mr. Gatti Ganibabu		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a thly basis)			2,850
MONTHLY GROSS SALARY			22,328
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000
4. INCENTIVE COMPONENTS			
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
AINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000
OTHER BENEFITS			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
			Margin Money (To be borne by the employee)
			Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time			
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act			



462 (36/182)

Ref: TCSL/DT20206853825/1708696/Pune

Date: 21 December 2021

MS. SUMA GERA  
14/185, By Passroad By Pass Road,  
Pambala Gudem, machalipatnam,  
andhra pradesh-521001.  
Tel# 918317503618

**Sub: Joining Letter**

Dear Ms. Suma Gera,

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 **30th December 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

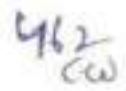
Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

People Park, Technopark Campus, Karayalpet P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629489, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L72210MH1995PLC084791

Page | 1



**TCS Consulting Services Limited**  
Niyam Tura, Ground Floor, S/Nir ICS-A, 1st Fl, 275 1001, Nayan Road, Varanasi - 221009 India  
Tel: +91 20 6868 3272 Fax: +91 20 5636 7150 Website: www.tcs.com  
Registered Office: Normal Building, 9B, Chowk, Banarash Road, Varanasi-221 001  
TCS Career Service Q.No. 1800 208 5111 Email: career@tcs.com

Letter of Employment

Strictly Confidential

04<sup>th</sup> October 2021

Dear Samyuktha Godavarthi,

Congratulations...!!

We are pleased to offer you an employment with Apps Associates (I) Pvt. Ltd. for the position of "Associate Trainee" at our Hyderabad office.

Your annual gross salary along with the break-up of salary is attached herewith as in **Annexure-A**.

Your employment with us will be governed by terms and conditions referred in **Annexure-B**.

The base location will be in Hyderabad and your employment confirmation will be subjected to successful completion of twelve (12) months training period from the date of joining.

Eligibility for Merit increase: All associates joining on or before **September 30 of the current year** only will be eligible for the following years merit increase.

We welcome you to **Apps Global family** and look forward to a long and fruitful association.

Yours Sincerely,  
For Apps Associates (I) Private Limited



**Chandru Muthukkaruppan**  
Vice President – GDC Business Operations

17-464



## APPS ASSOCIATES WELCOME ON BOARD

Dear Samiyuktha Godavarthi,

Greetings from Apps Associates!

We are glad to have you on board - Virtual; on Monday i.e. 04<sup>th</sup> October 2021.

Our HR person would connect with you on DOJ in between 10:00 - 12:00 PM, IST.

Location	Virtual - Onboarding
Date of Joining	04 <sup>th</sup> October 2021
Designation	Associate Trainee

Wishing you all the best.

Regards,  
Talent Acquisition Team

EXTREME CYBERSEC



Fwd: LETTER OF INTENT : APPS ASSOCIATES!!!

1 message

Samyuktha Godavarthi <samyukthagodavarthi@gmail.com>  
To: tharvinetondkxox@gmail.com

Tue, Sep 28, 2021 at 8:51

----- Forwarded message -----

From: Apps Campus Hiring <carousa\_hiring@appsassociates.com>  
Date: Mon 27 Sep, 2021, 12:13 PM  
Subject: LETTER OF INTENT : APPS ASSOCIATES!!  
To: Samyuktha Godavarthi <samyukthagodavarthi@gmail.com>  
Cc: Madan Mohan Bangari <madan.bangari@appsassociates.com>

WELCOME TO APPS ASSOCIATES  
LETTER OF INTENT

Dear Samyuktha Godavarthi,

Congratulations!!!

Welcome to Apps Associates family!

With reference to your application and subsequent discussions, we are pleased to offer the "Letter of Intent" as per details given below:

You will be designated as Associate Trainee

You will be based at Hyderabad, India and are required to work in any of our establishments within India as may be directed by the management from time to time

You will be entitled to an all-inclusive compensation (cost to company) of INR 4,50,000 /- (Four Lakhs Fifty thousand Rupees only) per annum

You will be under the probation for a period of 1 year and you need to give 2 years of Service level Agreement.

The letter of intent is valid subject to your completion of your academic courses with minimum 70% aggregate and above as specified at time of your selection

Kindly note that this is only the "Letter of Intent". and we will issue a detailed Appointment Letter on the day of joining.

Wishing you all the best and looking forward to meet you. For any assistance please reach us @9100017377.

Regards,

Talent Acquisition Team

EXTREME EXPERTISE

2 attachments



image.png  
279K



image.png  
279K





466  
39  
188

Ref: TCSL/CT20203306681/1663470/Bangalore

Date: 04 January 2022

MR. N V PAVAN KUMAR GOLI  
4-373 Kummari Bazar,  
Vinukonda, Vinukonda,  
Andhra Pradesh-522647,  
Tel# 919676825221

**Sub: Joining Letter**

Dear Mr. N V Pavan Kumar Goli,

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 **20th January 2022**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Normal Building, 9th Floor, Banker Park, Mumbai - 400 021  
Corporate Identification Number (CIN): L22230AH1995PLCDBA781

# BSA Corporation Limited BSA

## Offer Letter

Date: 12/08/2021

To,

**Mr. GORLE SAIKUMAR**  
Gudlavalluru Engineering College  
Gudlavalluru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
**B Ranth Kumar**  
Senior Manager – HR operations

## BSA Corporation Limited

Corporate Office: 18-20, Sakthwani Fortune, Morwadi Road, Pimpri, Pune - 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
[www.bsagroup.in](http://www.bsagroup.in)



1248100469.



Ref: TCSL/DT20219077779/1753362/Mumbai  
Date: 01 February 2022

MR. RANJITH KUMAR GOTTIPATI  
5-248-A Jayanthi Pet Jayanthi Pet,  
Near Lutheran Church, Prakasam,  
Andhra Pradesh-523157,  
Tel# 918317644642

**Sub: Joining Letter**

Dear Mr. Ranjith Kumar Gottipati,

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 **17th February 2022**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



17-470  
(C.W.)

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203062436/Trivandrum**  
**Date: 11/08/2021**

Mr. Tirumala Krishna Sai Prasad Guddanti  
D.No : 9-502Purugulapeta,  
Epurupalem,  
Chirala-523166,  
Andhra Pradesh,  
Tel# 91-9299756517

Dear Tirumala Krishna Sai Prasad Guddanti,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20203062436**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Towers Building 6th Floor, 5th Avenue, Kothuramangalam, Hyderabad - 500080  
Tel: 0884 664 5000 Fax: 0884 664 525 E-mail: [careers@tcs.com](mailto:careers@tcs.com)  
Corporate Office: 17th Floor, National Building, 9th Cross, Brigade Road, Bangalore - 560025  
TCS Career Services: 1800 209 2111 E-mail: [careers@tcs.com](mailto:careers@tcs.com)



TATA ELXSI Limited

Inbox



Abhishek Vinayak Gho... Aug 23  
to Abhishek, Chetan ✓



Dear Candidates,

Hope you are doing well!

We are really excited to welcome you to TATA Elxsi!

As today is your joining date so requesting you to be ready on the time. Our HR onboarding team will reach out to you by call or emails for onboarding formalities so kindly be alert and attentive on call and email. You don't need to take follow up for onboarding.

Regards

Abhishek Ghotekar

TATA ELXSI Limited

ITPD Road, Whitefield, Bangalore-560 048, India.

Tel +919325264255

<https://www.linkedin.com/in/abhishek-ghotekar-670a1512a>

[www.tataelxsi.com](http://www.tataelxsi.com)

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*Disclaimer: This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you are not the intended recipient of this message, or if this message has been*



17481A04-7D

23 August 2021

Tirumala Krishna Sai Prasad Guddanti  
D.No:9-502, Prugulapeta, Epurupalem,  
Chirala Mandal,  
Prakasam District, A.P.-523166

Dear Krishna Sai Prasad,

We are pleased to appoint you as Engineer or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

**1. Appointment:**

You will be required to join us on **23 August 2021**.

(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

**2. Code of Conduct:**

- 2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.
- 2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.
- 2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- 2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

**TATA ELXSI**

Registered Office: Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 048 India  
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- 2.6. You will observe work timings and holidays as applicable to your location and place of work.

### 3. Training & Probationary Period:

- 3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with 60% or 6.0 CGPA in aggregate.
- 3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.
- 3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

### 4. Salary:

- 4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.
- 4.2. Compensation structure detailed in the attached annexure is for a posting in Trivandrum. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

### 5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in Trivandrum. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

### 6. Leave:

- 6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

### TATA ELXSI





**7. Other Work:**

- 7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

**8. Termination:**

- 8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.
- 8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you will be required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.
- 8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.
- 8.4. You will be liable to termination from service by the Company without notice if:
- a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
  - b. You are found to have willfully suppressed any material information, or,
  - c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
  - d. You are found to have indulged in financial irregularities; or
  - e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

**TATA ELXSI**

Registered Office: Tata Elxsi Limited (TPS Road Whitefield Bangalore 560 066 India)  
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## **9. On Separation:**

- 9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

## **10. Background Check:**

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

## **11. Intellectual Property and Confidential Information:**

- 11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.
- 11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

## **TATA ELXSI**



- 11.3. Data Protection Regulation- Personal Data:** You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

**12. Adhering to Safety Standards:**

- 12.1.** The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.
- 12.2.** Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.
- 12.3.** Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

**13. Protection of Interest:**

- 13.1.** If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

**TATA ELXSI**

Registered Office: Tata Elxsi Limited ITFS Road, Whitefield, Bangalore-560 048 India  
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#### **14. Client Management:**

- 14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

#### **15. Non-solicitation:**

- 15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.
- 15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

#### **16. Retirement:**

- 16.1. You will retire in the month of your attaining the age of 60 years.

#### **17. Original Certificates:**

- 17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.
18. You are requested to join us on the date as indicated to you in clause 1 of this letter ("Date of Appointment").

#### **TATA ELXSI**

Registered Office: Tata Elxsi Limited / TPL Road / Whitefield / Bangalore 560 048 India  
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www.tataelxsi.com  
e:hr@tataelxsi.com



#### 19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.  
Head - Human Resources

#### Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date:

Signature: \_\_\_\_\_

#### **TATA ELXSI**

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Tel: +91 80 2257 9123 Fax: +91 80 2841 1474  
www.tataelxsi.com  
CIN: U61100KA1999PLC000001



Annexure 1

Annexure to: Tirumala Krishna Sai Prasad Guddanti

Appointment Letter Dated: 23 August 2021

Name	Tirumala Krishna Sai Prasad Guddanti
Level	D
Designation	Engineer
Location	Trivandrum

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
<b>Monthly Salary</b>	<b>26,562</b>

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947

<b>Annual Gross Salary</b>	<b>3,50,011</b>
----------------------------	-----------------

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

\*As per the Payment of Bonus Act 1965

\*\*Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.  
Head - Human Resources

**TATA ELXSI**

Registered Office: Tata Elxsi Limited ITFS Road, Whitefield, Bangalore 560 042 India  
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**Annexure 2**

**Annexure indicating breakup of FBP components applicable to grade "D"**

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

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**TATA ELXSI**

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Tel: +91 80 225079123 Fax: +91 80 28431474  
[www.tataelxsi.com](http://www.tataelxsi.com)  
(2014-2015) (100% Domestic Company)



43  
182  
421  
CW

Ref: TCSL/CT20203309456/1558913/Pune  
Date: 30 August 2021

MR. NAGA VENKATA SIVASAI GUDIBANDLA  
4-283 Bc Colony,  
Mosq, Narasarao Peta,  
Andhra Pradesh-522646.  
Tel# 917032385618

**Sub: Joining Letter**

Dear Mr. Naga Venkata Sivasai Gudibandla,

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 **01st October 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd.  
Pargul Park, Technopark Campus, Karlavattom P.O., Thiruvananthapuram - 695 021, Kerala, India  
Telephone : +91 471 4629400, Fax: +91 471 6525409, Mobile: +91 98471 4629400  
Registered Office: Nirmal Building, 9th Floor, Narayan Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22220KA1999PLC009791

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Infosys\_LPCamp... 11/4/2021

to me ▾



74  
C.W.

Infosys | Global Education Center

Dear Gummadi Vidhya Sree

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives. Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on Trainee\_helpdesk@infosys.com or Call us on

080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD



17474  
(C.W)

Infosys



HRD/GT/21-22/1002127977

July 27, 2021

Ms. Gummadi Vidhya Sree  
Candidate ID: 1002127977  
2-97-4, Ganganamma Temple Street  
Opposite New Water Tank, Elamarru, Krishna District,  
Gudivada- 521148  
Gudivada  
India  
Pir: (91) 80089 98947

Dear Gummadi,

#### SUB: LETTER OF INTENT TO HIRE

**Congratulations!** Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

Innominds

17-475  
[CW]  
July 02, 2021

Gunji Poojitha  
[poojagunji@gmail.com](mailto:poojagunji@gmail.com)  
+ 91- 9010004248

Dear Gunji Poojitha,

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of 'Trainee' in our organization.

1. Your CTC (Cost to the Company) will be Rs.2,40,000/- (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.
2. You are requested to join on July 05, 2021.
3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.
3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.
4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.
5. Your base location will be at Waverock Gachibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni  
Innominds Software SEZ India Private Limited.  
Building No. 2.1, 4th Floor, Waverock, Survey No.115,  
TSIC IT / ITEX SEZ, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad - 500038

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,  
Pallavi Garimella  
Director - Human Resources

Continued.....

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad - 500038, [www.innominds.com](http://www.innominds.com)



capgemini

476  
CW  
46  
182

## Virtual Onboarding - Completed

1 message

<onboarding.in@capgemini.com>

To: injamvenkatrao999@gmail.com

Cc: cfmg.in@capgemini.com, simren.paul@capgemini.com

Wed, 20 Oct 2021 at 8:59 am

Dear Injam,

Congratulations and Welcome to the Capgemini Family!

Capgemini is at the forefront of innovation to address the entire breadth of client's opportunities in the evolving world of cloud, digital and platforms. Capgemini is driven by the conviction that the business value of technology comes from and through people.

We have copied your Supervisor / business contact, we would request you to get in touch with **DL CFMG**, [cfmg.in@capgemini.com](mailto:cfmg.in@capgemini.com) during business hours for next steps regarding work/ asset allocation etc. If specified by your Supervisor / BUHR you may be required to provide COVID related declaration prior to your visit to any of our Capgemini and Client's office.

We have also listed action items to be closed by you as soon as you have access to a Capgemini system and intranet:

1. In case you are visiting CG office: then send a mail to [postonboarding.in@capgemini.com](mailto:postonboarding.in@capgemini.com) with your **EMP ID, Full Name, Location, passport size photo with white background and date of visit** to the below Capgemini office. You will need to provide a valid Government ID proof while collecting the same

**Capgemini Technology Services India Limited, Plot No-1, IT Park, 115/32&35, Nanakramguda, Gachibowli, Hyderabad - 500032, Andhra Pradesh**

2. Login to MyConnect on the Talent Portal ([www.talent.capgemini.com](http://www.talent.capgemini.com)):
  - a) Validate /update all personal/dependent information
  - b) Update your Bank account details (**mandatory**) in HR Tool - MyConnect within 3 working days
3. Attached in this email is quick reference to Capgemini policies and processes
4. The asset request creation is automated, New joiner's Supervisor will receive an email with the Asset Request ID
5. In case you have NOT completed the survey during your Onboarding session then complete the same (Survey Link). Your asset will be delivered ONLY basis of the complete address provided by you in the Survey.

### NOTE:

- **Credentials** - Employee ID, User ID and Capgemini Email ID to your Personal Email ID within 48 hours after your Onboarding
- **Password** - Network access password through SMS to your registered mobile number within 72 hours after your Onboarding
- In case you face any login issues after receiving the **Credentials** and **Password**, please join the bridge mentioned below:

### Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Dial in number: +91 22 6001 1305

Phone Conference ID: 513 739 297#

**\*Bridge is available between 0900 to 2000HRS on all business days**



437  
C.W.  
47  
188

Ref: TCSL/DT20206741275/1440097/Hyderabad  
Date: 06 July 2021

MS. LAKSHMI INDRANI JAGARLAPUDI  
D.NO:18-6-45 Kedareswara Pet,  
Prabhas College, Vijayawada,  
Andhra Pradesh-520003.  
Tel# 919491806007

**Sub: Joining Letter**

Dear Ms. Lakshmi Indrani Jagarlapudi,

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 **12th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Karivattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Forum Building, 8th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22319MH1999PLC084781

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1748/A0477 (C.W.)  
J. Lakshmi Indrani

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206741275/Hyderabad**  
**Date: 11/01/2021**

Ms. Lakshmi Indrani Jagarlapudi  
D.NO:18-6-45Kedareswara Pet,  
Prabhas College,  
Vijayawada-520003,  
Andhra Pradesh.  
Tel# 91-9492566604

Dear Lakshmi Indrani Jagarlapudi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206741275**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





12-478



Ref: TCSL/CT20203063328/1427214/Hyderabad  
Date: 15 June 2021

MR. KOTESWARA RAO JAMMIGUMPULA  
2-25 Bandlabazaar,  
Kothapalem, Piduguralla,  
Andhrapradesh-522435.  
Tel# 917286896314

**Sub: Joining Letter**

Dear Mr. Koteswara Rao Jammigumpula,

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 **22nd July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



J. Koteswara Rao  
17481A0478

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203063328/Hyderabad**  
**Date: 11/01/2021**

Mr. Koteswara Rao Jammigumpula  
2-25 Bandlabazaar,  
Kothapalem,  
Piduguralla-522435,  
Andhrapradesh.  
Tel# 91-9182888879

Dear Koteswara Rao Jammigumpula,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20203063328**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: (91) 40 6667 2000 Fax: (91) 40 6667 2332 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



Kaptius Technologies India Pvt Ltd  
105, Workafella – Cyber Crown Sec-II, Village,  
HUDA Techno Enclave,  
HITEC City, Hyderabad,  
500081, India

JIDAGAM DEEPTHI  
C/O MUTHYALA RAO  
8/3-158  
NTR Colony, Gudivada  
Krishna Andhra Pradesh – 521301  
9885938854

29 August 2021

Dear Deepthi

With reference to our recent discussions, we are delighted to offer you the role of Platform Developer with Kaptius, on successful completion of your internship.

We enclose your formal offer letter and contract of employment below, detailing the role and what will be expected from you as an employee of Kaptius.

Please read these thoroughly and let us know if you have any questions.

We are very excited to be working with you on a permanent basis.

Kind regards

Designated by:  
A handwritten signature in black ink that reads "Bradley Turner".  
050E2EAD8BCC410...

Bradley Turner

Director

Welcome to Wipro

Inbox



482  
C.W.  
49  
188



careers@wipro.com 26/7/2021  
to me, jonnala.reddy1



Human Resources  
Shared Services: Updates

### Welcome

Dear Jonnala,

Congratulations and welcome to the Wipro Family! We are committed to provide you a great onboarding experience.

Your employee ID is 20245326, your date of joining is July 26, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world:

#### A. Webmail Login procedure:

(Please note: You will be able to access Wipro Webmail from your personal computer/laptop/mobile, only on/after your joining date)

1. Go to <https://webmail.wipro.com/owa> from your system or mobile. Wipro Webmail login page will appear with login account preference.
2. Click on 'Wipro Limited' to get to the Sign-on page.
3. Enter your Wipro AD ID as ADID@wipro.com, which is made up of the first two letters of your first name, followed by your employee ID and @wipro.com, e.g. If your name is John Doe and your employee ID is 12345678, your AD ID is JD12345678 (or JD12345678@wipro.com in the email format).
4. Enter your default password, which is made up of the first two letters of your first name, followed by @WL and your employee ID, e.g. the password of Rahul Singh with Employee ID 12345678 will be rs@WL12345678. (Please note that this password is case sensitive and you need to change it the first time you log in)
5. A new page will open to change your password from default to a new one.
6. Enter the default password under the field 'Old Password' and your new password in the 'New Password' & 'Confirm Password' fields.
7. Your new password should be at least 8 characters long, be alphanumeric, include an uppercase letter and a special character.
8. Click on 'Submit'.

#### B. MyWipro login procedure:

1. Navigate to the myWipro portal URL : <https://myWipro.wipro.com>.
2. You will be requested to set up Multi-Factor Authentication (MFA). Please refer to the attached IT Handbook for MFA setup.

3. For more details on MFA setup, please refer to the attached MFA Handbook and refer to 'How to' section.

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(C.W)



## ✓ APPOINTMENT LETTER

June 2, 2021

Dear JONNALA DIWAKAR REDDY,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0294  
E : info@wipro.com  
W : wipro.com  
C : L32107NA1948PLC000000

Page 1

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## 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

## 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

## 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : [info@wipro.com](mailto:info@wipro.com)  
W : [wipro.com](http://wipro.com)  
C : L32102KA1945PLC329800



- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

#### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

#### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 025  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA194NPLC020800





- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.

### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bangalore 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1848PLC030000



## 12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on \_\_/\_\_/\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_/\_\_/\_\_

Place: \_\_\_\_\_

### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 025  
India  
T : +91 (80) 2844 0011  
F : +91 (80) 2844 0066  
E : info@wipro.com  
W : wipro.com  
C : L32703KA1945PLC020000

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d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

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

#### 10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project-readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### 11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

#### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 025  
India

T : +91 (80) 2944 0011  
F : +91 (80) 2944 0066  
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W : wipro.com  
C : L32102KA1945PLC020900

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## APPS ASSOCIATES WELCOME ON BOARD

Dear Rohith Kakumanu,

Greetings from Apps Associates!

We are glad to have you on board - Virtual; on Monday i.e. 27<sup>th</sup> September 2021.

Our HR person would connect with you on DOJ in between 10:00 - 12:00 PM, IST.

Location	Virtual - Onboarding
Date of Joining	27 <sup>th</sup> September 2021
Designation	Associate Trainee

Wishing you all the best.

Regards,  
Talent Acquisition Team

EXTREME EXPERTISE

APPS ASSOCIATES



Ref: TCSL/DT20206733648/1440147/Hyderabad  
Date: 14 July 2021

MS. HARIKA KALAVALA  
23/232-8-St-202,Mpr Enclave Behind Hindu College,  
Batchupeta, Machilipatnam,  
Andhra Pradesh-521001.  
Tel# 919553321221

**Sub: Joining Letter**

Dear Ms. Harika Kalavala,

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 **29th July 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



1748140484 [C.W]  
K. Harika  
ECE-B

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206733648/Hyderabad**  
**Date: 11/01/2021**

Ms. Harika Kalavala  
23/232-8-Sf-202, Mpr Enclave Behind Hindu College,  
Batchupeta,  
Machilipatnam-521001,  
Andhra Pradesh.  
Tel# 91-9440259504

Dear Harika Kalavala,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206733648**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



### **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

### **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

### **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

### **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

### **Loans**

You will be eligible for loans, as per TCSL's loan policy.

### **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.





### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

#### **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

#### **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

#### **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed in case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

#### **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.



including termination of traineeship/service without notice.

#### 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.





#### **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



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Ref: TCSL/CT20203062555/1398998/Hyderabad

Date: 11 May 2021

MR. AJAY KUMAR KALLAGUNTA

7-91/1/3, Rajsree Estate, Dolphin Estate, Mg Road, Kammayathopu Center, Penamaluru Mandal,  
Opposite Rammaya Rice, Vijayawada,  
Andhra Pradesh-520007.  
Tel# 919533101079

**Sub: Joining Letter**

Dear Mr. Ajay Kumar Kallagunta,

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 **27th May 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Karuvattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400. Fax: +91 471 6629489. Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22200KA1999PLCC042961

Page | 1

17-486

CORE  
CW**ThunderSoft**  
Thundersoft India Pvt. Ltd.

## APPOINTMENT LETTER &amp; TERMS OF EMPLOYMENT

53  
18824<sup>th</sup> January 2022  
Hyderabad

To:  
**KALLEPALLI KRISHNAVENI**  
H No: 1-113/30, Road No.3, Aravind Nagar Colony,  
Nagaram, Keesara, Hyderabad -500083.

Dear Ms. **KALLEPALLI KRISHNAVENI**,

We are pleased to appoint you as a "SOFTWARE TRAINEE" or in any such other capacity the management may deem fit from time to time, at a salary of Rs.33,333/- (Rs Thirty three thousand three hundred and thirty three only) per month which is inclusive of Basic salary, HRA and other allowances. The date of appointment commences from 24<sup>th</sup> January 2022. In Thundersoft India Pvt. Ltd. which henceforth shall be referred as "company" at Hyderabad or any other place. This term "company" shall include Thundersoft India Pvt. Ltd., and its branches, nominees and assigns anywhere in India and abroad.

**1. Probationary Period**

- 1.1 You will be on probation for a period of one year from the date of your joining, during which the appointment may be terminated at anytime with notice period of 30 days or payment in lieu of the same. However not withstanding this, the company can terminate your employment in one week in cases of non-performance / disciplinary / attitude issues or at the discretion of the company. If, in the opinion of the company, you have performed satisfactorily, you will be confirmed in the company after the completion of period, or the company may decide to extend the probation period.
- 1.2 Your appointment may be terminated, anytime after the probation period and subsequent confirmation in the company thereof, by giving 90 days' notice given in writing by either side. The company, however, reserves the right of terminating your services forthwith or before the expiry of the stipulated period of notice by making payment of salary for the notice period that was waived.

**2. ATTENDANCE:**

Your absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in you being considered absconding and your service shall automatically come to an end without any notice or intimation.

Krishnaveni K





## Letter of Offer - Thundersoft India

pavan.karri@thundersoft.com <pavan.karri@thundersoft.com>

Sat, Jan 22, 2022 at 10:36 AM

To: krishnavenikallepalli118 <krishnavenikallepalli118@gmail.com>

Cc: tianyu0713 <tianyu0713@thundersoft.com>, "finance.india" <finance.india@thundersoft.com>, mala <mala@thundersoft.com>, anuradha <anuradha@thundersoft.com>, sudharani <sudharani@thundersoft.com>, "pavan.karri" <pavan.karri@thundersoft.com>

Dear Krishnaveni,

This refers to the interest shown by you in pursuing a career with ThunderSoft.

We are happy to inform that, you have been provisionally selected for appointment in our organization. Please find the attached offer letter showing the details of offer. Also attached is the Excel which shows the Salary break up and Tax computation. This offer of employment made to you is subject to your acceptance of the offer within the date mentioned in the Offer, and verification of all the documents submitted by you as well as experience certificates including your last salary certificate.

Any extension in the mentioned date of joining needs to be approved by the company in writing / through e-mail.

If you are agreeable to the offer, please mail your acceptance back immediately.

Sincerely,

Venkata pavan Kumar


Thundersoft India Private Limited

Mobile: +91-9703093470 | Email: pavan.karri@thundersoft.com.

### 3 attachments

 KALLEPALLI KRISHNAVENI - OFFER LETTER.pdf  
251K

 KALLEPALLI KRISHNAVENI - SALARY STRUCTURE.xlsx  
43K

 Basic Information.xlsx  
16K

17-487

54  
182

Date: 29<sup>th</sup> of April 2021  
Name: KAMA ISAAC  
Roll Number: 17481A0487

Sub: Letter of Intent

Dear KAMA ISAAC

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : H-2, Ashwariya Main Road, Vashiery, Chennai - 602 042  
Tel : +91-44-2369 2070, www.allsectech.com  
Corporate Identity Number : U72307TN1999PL284101, Email : [care@allsectech.com](mailto:care@allsectech.com)

# Accenture Check-in process completion

Inbox

489  
C-W

53  
188



Onboarding.DOC.ASE@acc...  
to me, Onboarding.DOC.ASE  
Sep 3 View details



Hi Kancharla Navya Jyothi,  
Greetings!

**Thank you for completing the check-in process.  
A very warm welcome to Accenture!**

Hope you are excited about your new career journey with  
Accenture effective 03-Sep-2021.

Regards,  
Accenture Onboarding Team

17481A0489  
Accenture Check-in process completion

Inbox

off campus

[C.W.]



Onboarding.DOC.ASE@acc...



to me, Onboarding.DOC.ASE

Sep 3 View details



Hi Kancharla Navya Jyothi,

Greetings!

**Thank you for completing the check-in process.  
A very warm welcome to Accenture!**

Hope you are excited about your new career journey with  
Accenture effective 03-Sep-2021.

Regards,  
Accenture Onboarding Team

17481A0489

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

off campus

Date:30-Jul-2021

Navya Jyothi Kancharla  
C9838890

Vani Sadan Apartments, B block FF7, Pamaru, Krishna District, Andhra Pradesh  
7989562915

Dear Navya Jyothi Kancharla,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

**Pre-Onboard Learning Module:** To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test, in case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zursale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]



## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### (C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

### **Note: For International Worker Only\***

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

### **Benefits applicable for current Company financial year:**

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

## **ANNEXURE II**

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



17-490



Date: 29<sup>th</sup> of April 2021  
Name: KANCHARLA VEERA VENKATA SAI KRISHNA  
Roll Number: 17481A0490

Sub: Letter of Intent

Dear KANCHARLA VEERA VENKATA SAI KRISHNA

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office: 146 C, Veerabhadra Nagar Road, Velachery, Chennai - 600 042  
Tel : +91 44 4250 2076, web : [www.allsecchennai.com](http://www.allsecchennai.com)  
Corporate Identity Number: U12200TN19990002441250, Email : [hr@allsecchennai.com](mailto:hr@allsecchennai.com)



17481A0491 (W)

Offer: Computer Consultancy  
Ref: TCSL/DT20206467358/Hyderabad  
Date: 11/01/2021

Ms. Suma Sree Kancherla  
2-37,  
Pasumarru,  
Pamarru-521157,  
Andhra Pradesh,  
Tel# -

Dear Suma Sree Kancherla,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206467358**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com





K. Kali Vase prasad

17481A0484 (C.W)

03-Jun-2021

Dear Kali Vara Prasad Kanumolu,  
B.Tech/B.E. Electronics and Communication Engineering  
Gudlavalleru Engineering College

Candidate ID – 15733449

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of INR 540,992/-. This includes an annual target incentive of INR 20,000/-. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

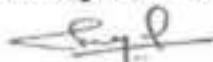
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**





17481A0497  
(ECE-B) (C.W)

Cognizant

17-493  
(C.W)



27-Apr-2021

Dear Katti Nanibabu,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudlavalluru Engineering College, Gudlavalluru

Candidate ID - 15017205

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

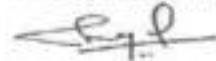
3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

## Compensation and Benefits

Name: Katti Nanibabu

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

499

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Dear Pujitha Sai,

We are pleased to extend the offer of employment to you with Arndocs.

With your skills and background, you are an ideal fit for this position. We hope you will enjoy your role and make a significant contribution to our overall success.

The terms of employment are set forth in the attached offer letter.

Please take time to review the same as it includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with us.

Would request you to maintain confidentiality about your offer by not disclosing the compensation or any other details pertaining to the offer

Please reply to this email with your acceptance.

**Also, request you to please complete your onboarding within 48 hours. You will receive a separate email with the onboarding link from the Amdocs portal.**

### Background Verification

cFIRST is our official vendor partner for Background Verification (BGV). You will receive an email for Background verification process on your personal email. Please make sure you respond to the emails on time and provide all the required information, in order to complete your BGV on time. For any queries, please connect with Rajiv Ranjan <[rajiv.ranjan@cfirstverify.com](mailto:rajiv.ranjan@cfirstverify.com)> from cFIRST.

Below are the details for your joining and induction:

<b>Date</b>	23 <sup>rd</sup> Sep, 2021
<b>Time</b>	10:00 AM
<b>Venue</b>	Virtual Onboarding

We are eager to see you achieve great milestones at Armdocs. Good luck!

**About Amdocs:** Amdocs is driving our increasingly connected digital society forward by utilizing the creativity of our 27,000 employees and the power of our innovative, award-winning technology. With almost 40-years of unparalleled industry expertise, Amdocs is a trusted partner to the world's leading communications and media companies, serving more than 350 service providers in over 80 countries.

Thank you.

Talent Acquisition Team

**Amdocs India**

Logo, company nameDescription automatically generated

Amdocs shines in all colors

Enriching lives and progressing society

Read the latest on [Amdocs.com](http://Amdocs.com) and the Amdocs blog network – and follow us on:

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[Related image](#)
[Image result for youtube logo circle](#)
[Image result for linkedin logo](#)





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(C.W)

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**Hi Himasree Konatham,**

**Greetings!**

**Thank you for completing the check-in process. A very warm welcome to Accenture!** ✓

Hope you are excited about your new career journey with Accenture effective **16-Aug-2021**.

Regards,  
Accenture Onboarding Team

**BE YOURSELF,  
MAKE A DIFFERENCE.**



Strictly Private and Confidential

Date:02-Jul-2021

Himasree Konatham  
C9708362

D.no:1-69 ; Chilakalapudi, Ghantasala mandal, Krishna district, Andhra pradesh,521133

8185960223

Dear Himasree Konatham,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: a4c94d60-f1cc-44d3-9a42-7dac4c3ad02c\_1  
Signed By: Mahesh Vasudeo Zurale



4A2  
CW



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**Action Required: Check-In Day one at Accenture**

1 message

<Onboarding.DOC.ASE@accenture.com>  
To: himasreekonatham@gmail.com

Sun, 15 Aug 2021 at 3:34 pm



**Hi Himasree Konatham,**

**We are excited for you to join Accenture!**

Your first day is scheduled for 16-Aug-2021.

You are at the last step to complete your onboarding process. To enable us to create a seamless joining experience for you, please complete the DAY ONE "CHECK-IN" process confirming your Date of Joining 16-Aug-2021 with Accenture by choosing one of the below options.

YES - I confirm joining Accenture on 16-Aug-2021.

NO - I decline the Offer.

Regards,  
Accenture Onboarding Team

---

Dear Konatham Lakshmi Poojitha

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives, Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on [Trainee\\_helpdesk@infosys.com](mailto:Trainee_helpdesk@infosys.com) or Call us on

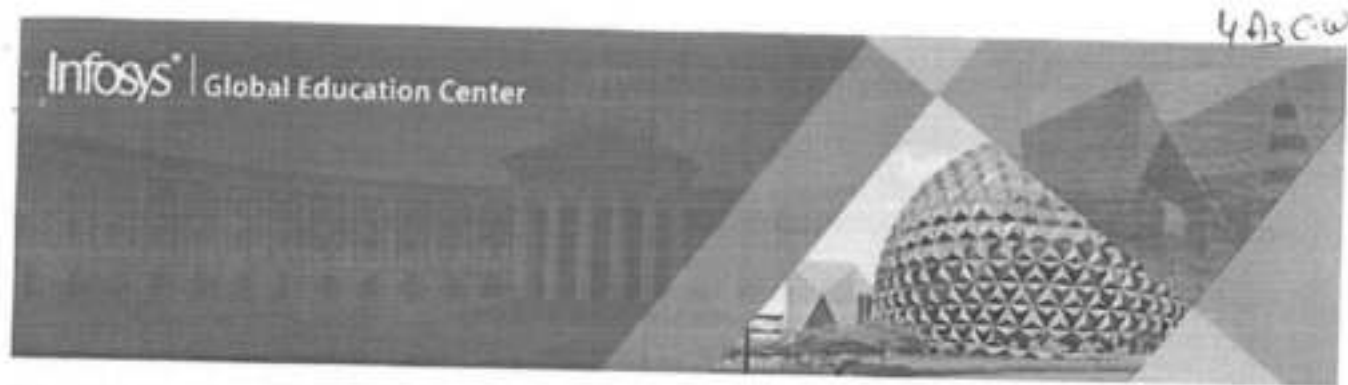
**080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.**

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD



Dear Konatham Lakshmi Poojitha

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives, Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on [Trainee\\_helpdesk@infosys.com](mailto:Trainee_helpdesk@infosys.com) or Call us on

**080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.**

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

HRD/3T/1002476433/21-22

Ms. Konatham Lakshmi Poojitha

24/269\_A

24/269\_A

Machilipatnam-521001

India

Ph: +91-9492542587

Dear Konatham,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**

**EVP and Head Human Resources - Infosys Limited**

Certified Signature by Richard Lobo  
Digitally signed by Richard Lobo  
Date: 2021.09.30 22:06:22 IST  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

September 30, 2021

HRD/1002476433/21-22

Ms. Konatham Lakshmi Poojitha  
24/269.A  
24/269.A  
Machilipatnam-521001  
India

Ph: +91-9492542587

Dear Konatham,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

**Joining**

Your scheduled date of employment with us will be **11-Oct-2021**.

**Location**

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

**Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

### **Probation and Confirmation**

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Agreement**

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

#### **Training Performance - linked Incentive**

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

**Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

**Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

**National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

**Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.



### **Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### **Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

### **Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.



Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Digitized signed by Richard Lobo  
Reason: Digitally signed by Richard Lobo  
Date: 2021.08.17 22:46:22 IST  
Location: Bangalore

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Konatham Lakshmi Poojitha			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
TOTAL GROSS SALARY	25,000			
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Konatham Lakshmi Poojitha			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
4. INCENTIVE COMPONENTS				
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%	
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000	
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Instalments	Margin Money (To be borne by the employer)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

Accenture Check-in process  
completion ➤ Inbox



Onboarding.DOC.ASE... 03/09/2021

to me, Onboarding.DOC.ASE ▾



Hi Vijay Krishna Konatham,  
Greetings!

Thank you for completing the check-in process.  
A very warm welcome to Accenture!

Hope you are excited about your new career journey with  
Accenture effective 03-Sep-2021.

Regards,  
Accenture Onboarding Team

17481A04A5

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## Accenture Profile Creation and LOI Acceptance

Inbox



donotreply.indiacampus 2 days ago  
to me ▾



### ACCENTURE PROFILE CREATION AND DOCUMENT UPLOAD

Dear Vijay Krishna Konatham,

Thank you for your interest in pursuing a career with Accenture.

As the next steps in your recruitment journey with Accenture, please log into your profile and upload the required documents for us to consider your application for further processing. You are required to submit all the documents within two days of receiving this notification.

URL: <https://indiacampus.accenture.com/candidate/#/login/accelenture>

Username: [rvjaykrishna883@gmail.com](mailto:rvjaykrishna883@gmail.com)

Password: 2Nv\*NgTT

For any queries you can login to the below link and go to Help section - choose appropriate category to raise your queries.

Link : <http://indiacampus.accenture.com/candidate>

#### Note:

- Use Firefox or Chrome for the best experience.
- Due to the pandemic we have introduced an option of e-signature in the LOA document in the EAF Link [e-Signature help file](#). Please refer to the link to be able to digitally sign the LOA with ease.

Regards,  
Campus Recruitment team  
Accenture in India

Please note, that unless a formal employment offer is provided to you specifically



17-4A5





Kaptius Technologies India Pvt Ltd  
105, Workafella – Cyber Crown Sec-II, Village,  
HUDA Techno Enclave,  
HITEC City, Hyderabad,  
500081, India

KOTA SATISH  
C/O NARASIMHA RAO  
Subbayagudem  
Krishna Andhra Pradesh – 521190  
709573408

29 August 2021

Dear Satish

With reference to our recent discussions, we are delighted to offer you the role of Platform Developer with Kaptius, on successful completion of your internship.

We enclose your formal offer letter and contract of employment below, detailing the role and what will be expected from you as an employee of Kaptius.

Please read these thoroughly and let us know if you have any questions.

We are very excited to be working with you on a permanent basis.

Kind regards

Digitally signed by:  
*Bradley Turner*  
090E2EAD19CC41D...

Bradley Turner

Director





Mphasis Greetings 11 Feb

to me ▾



Dear Kotha Ganesh Manikanta,

Welcome to Mphasis !!!

Please find details of your Mphasis email id and steps for password reset.

1. Your Mphasis Email id is:  
**kotha.s@mphasis.com**
2. Your Mphasis Employee Number is:  
**2504239**
3. Your first-time password is:  
**Koth#2504239@G**



Mphasis  
Empowering the Digital Enterprise

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Dear Sai Ganesh Manikanta,

We are delighted to have you joining the Mphasis family on **Feb 10, 2022**. Please find below the joining location (on-boarding) details.

**Virtual Video Induction:** Link to join the induction session will be sent to you by the Onboarding partner before 10 am on your Date of joining.

**Contact Person:**  
Musfica Begum  
**Contact Details:**  
020-2066170054  
**Mobile Number:**  
7820970279

Address given below is only for other communication purposes:

**Mphasis Limited, Upper Ground Floor to Level 1, 3,  
4th  
'A' wing, 5, Tower IV, Cyber City  
Magarpatta, Hadapsar  
Pune, Maharashtra 411028  
India**

**Please share a photograph with white background to the Onboarding partner for your ID card.**

**Bank account opening process is managed virtually.**

**Note:** In case you are visiting any of our offices physically, please do not bring any Media or Storage devices like Laptops, iPods, CDs/DVDs, USB drives, portable hard disk, floppy disk etc. The security does not allow such devices inside the campus nor do we have any safe locker to store them. Kindly adhere to this strictly. Kindly get in touch with us for more details.

**Please adhere to all standard prevention of COVID 19 guidelines.**

Regards,

Welcome2.mphasis@mphasis.com



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C.W. 69  
182

Ref: TCSL/CT20203299834/1571191/Mumbai  
Date: 17 September 2021

MS. ARUNDHATHI KURICHETI  
2-33 Colony,  
Shivalayam, Addanki,  
Andhra Pradesh-523264.  
Tel# 918074815197

**Sub: Joining Letter**

Dear Ms. Arundhathi Kuricheti,

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 **07th October 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kharvelam P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629409, Website : www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO64781

BSA Corporation Limited

BSA



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Offer Letter

Date : 12/08/2021

To,

Ms. LANKA CHANDANA  
Gudlavallera Engineering College  
Gudlavallera.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Rajith Kumar  
Senior Manager – HR operations

Received original copy

L.Chandana

17-486

17/08/21

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BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in



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182

## Complete your joining Formalities

1 message

Infosys\_LPCampus <Infosys\_LPCampus@infosys.com>  
To: revanthmeduri2000@gmail.com <revanthmeduri2000@gmail.com>

Mon, 6 Dec, 2021 at 12:12 pm



Dear Revanth Om Sai Venkata Meduri,

Employee Number : 1195606

**We're so happy to have you onboard! We'd like to help you complete all requirements for joining.**

In order to **complete your joining formalities** with Infosys, you need to fill up the CIPR and the Form F available on Launchpad, there are certain fields in these forms which are to be filled by the employees.

**Form F:** Please fill up the mandatory finance related forms as per the instructions provided and as per the sample forms. In order to ensure that your record is set up for Payroll. Once you have completed the details, please paste a scanned image of your signature above the **'Employee signature'** bar on all forms. Ensure to upload the Form F on the place field available in the launchpad portal.

**CIPR:** Please download the CIPR forms from the Launchpad and please fill in the **Employee Name, Date of Joining, Place, Employee Number** wherever blanks are provided. For the **'Employee signature'** bar on all the forms, paste a scanned image of your signature and upload the CIPR on the place field available in the launchpad portal.





July 27, 2021

HRD/3T/21-22/1002126727  
Mr. Revanth Om Sai Venkata Meduri  
Candidate ID: 1002126727  
H. No. 2-61  
2Nd Ward, Dokiparru  
Gudlavalleru - 521332  
Gudlavalleru  
India  
Ph: (91) 86390 81680

Dear Revanth,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

Meduri Chandan Venkata Revanth  
17481A0438

7/19/2021

Gmail - Infosys Limited | Virtual Onboarding Survey



revanth meduri <revanthmeduri2000@gmail.com>

## Infosys Limited | Virtual Onboarding Survey

Infosys Limited <offers@infosys.com>

Fri, Jul 9, 2021 at 5:48 AM

To: "revanthmeduri2000@gmail.com" <revanthmeduri2000@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click [here](#) to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_updates@infosys.com](mailto:offer_updates@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

1/1

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(C.W.)

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#### APPOINTMENT LETTER

September 15, 2001

Dear MADIRALLI CHAITANYA PRUDHVI,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as Project Engineer. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

##### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

##### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.



- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Vardh Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

### 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

#### 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

#### 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ("Confidential Information"). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

#### 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material

information, if at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and for enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.
- d. Your appointment shall be treated as withdrawn in case:
  - i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 50% in post-graduation.
  - v. You have any pending backlog/ arrears on the date of appointment.

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

#### 16. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of at least 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### 17. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

**12. Pre Joining Program (PJP):**

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,  
For Wipro Limited,



**Aparna Ghosh**  
General Manager - Human Resources

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

I shall be reporting for duty on

**ANNEXURE I**

**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependant member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

#### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to be the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI" of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
  - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c. Unauthorized disclosure or communication of UPSI.
  - d. Procuring any UPSI from others.
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

**ANNEXURE II**

**PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2008**

I MADIPALLI CHAITANYA PRUDHVI, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me.\*

**ANNEXURE III**

**SALARY OFFER SHEET**

Name: MADIPALLI CHAITANYA PRUDHVI

Position: Project Engineer

Career Group: TRB - 8

You shall receive salary as detailed below:

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	500

Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

\*Notional sum indicating contribution of 5.21 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, Project Engineers are also entitled to the following unique Company Benefits to help you manage during exigency:

- Onetime interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

#### **ANNEXURE - IV**

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

#### **ANNEXURE - V**

##### **Variable Pay - A BRIEF OVERVIEW**

##### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow: A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

#### **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

##### **Basic, Additional Allowance and Bonus**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

##### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

##### **Wipro Benefit Plan (WBP):**

Wipro Benefit Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

##### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWBP on joining. The maximum LTA that can be considered for IT exemption is Rs. 50,000.

##### **2. Telephone/Mobile Phone Allowance:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exemption up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

##### **3. Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

##### **4. Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

##### **5. New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

##### **Retirement Benefits:**



It consists of:

- a. Provident fund- Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund, in cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WSP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

#### Travel, Accommodation, Food & Other Miscellaneous Expenses

##### Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

##### Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs. 1000 per day for 8 days (total amount of Rs. 8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs. 1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel->Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

#### SUMMARY SOCIAL SECURITY & OTHER BENEFITS:

##### Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI). This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS.

Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. **Medical:** You are eligible for a flatter coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myVipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

**Gratuity Benefit\*\*:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

**Survivor Benefit Pension Program\*\*:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

**Loans:**

**Interest Free Loan:** An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

**Contingency Loan:** An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

#### 1. Your Life and Accident Cover:

- Group Personal Accident Insurance (GPAI) Program:** Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- Group Term Life Insurance:** Rs. 14,00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India -> My Financials -> Group Life Insurance/ Personal Accident.

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.


We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (on the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources -> India -> My Financials -> Deferred Benefits -> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro -> My data -> My Financials -> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept ☐ Decline

 Signature ANANDHAJI CHAITANYA PRUDHVI 15/3/2021 10:09 AM  
(Checking the checkbox above is equivalent to a handwritten signature)

Registered Office:  
Wipro Limited  
Infopark Road  
Bangalore 560 035  
India

T: +91 (81) 2544 0011  
F: +91 (81) 2544 8864  
E: [info@wipro.com](mailto:info@wipro.com)  
W: [wipro.com](http://wipro.com)  
C: L31762G2/MA/PL/CS/20200

20907351



# We are excited to have YOU!



Inbox



Infosys\_LPCampus 19/11/2021

to me ▾



Dear Madupalli Venkata Sai Praneeth,

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. We are all ears to your fresh ideas and perspectives. Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on [Trainer\\_helpdesk@infosys.com](mailto:Trainer_helpdesk@infosys.com) or Call us on

080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.

Congratulations once again! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard!

Regards

GEC HRD



Praneeth Mvs <mvspraneeth99@gmail.com>

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>

9 July 2021 at 17:51

To: "mvspraneeth99@gmail.com" <mvspraneeth99@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click [here](#) to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

## Talent Acquisition

Infosys Limited

**We are excited to have YOU!**

1 message

Infosys\_LPCampus <Infosys\_LPCampus@infosys.com>

19 November 2021 at 18:30

To: "manepalli.vasudevarao222@gmail.com" <manepalli.vasudevarao222@gmail.com>



Dear Manepalli Vasudeva Rao

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives. Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on [Trainee\\_helpdesk@infosys.com](mailto:Trainee_helpdesk@infosys.com) or Call us on **080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.**

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

# Onboarding Survey Inbox



**Infosys Limited** 9 Jul  
to me ▾



M. Vaidyanathan

17481A04C2

ECE-C(C.W)

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited



17-402



July 27, 2021

HRD/3T/21-22/1002130492  
Mr. Manepalli Vasudeva Rao  
Candidate ID: 1002130492  
24-248  
Vishnalayam Street  
Gudivada- 521157  
Gudivada  
India  
Ph: (91) 63036 27143

Dear Manepalli,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited



Ref: 839093/1974326/ELTP

19-NOV-2021

Mr. Manti Ramanjaneyulu  
Mutukuru (Ap) - 522612  
Mobile: 8096563008

Subject: Offer of Appointment

Dear Mr. Manti Ramanjaneyulu

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at Band 'U' and Sub Band 'U1' under ELTP Scheme.
2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called **'Entry Level Integrated Training and Enablement' (ELITE)** will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only)**. Please refer **Annexure B** for details on the compensation and statutory deductions.
5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
6. This offer is valid subject to your fulfilling the following:-
  - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
  - Meeting the set eligibility criteria at the end of your academic course
  - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
  - Submission of all necessary legal documentation pertaining to your employment.



9/4/2021

Engil - Tech Mahindra Off Campus Drive- Educational Documents Required



ramanjaneyulu menti <mandramu31@gmail.com>

### Tech Mahindra Off Campus Drive- Educational Documents Required

2 messages

Campus Joining <campusjoining@techmahindra.com>  
To: "manthiramu31@gmail.com" <manthiramu31@gmail.com>

Fri, Sep 3, 2021 at 6:24 PM

Dear MANTI

This is with reference to your registration for the Tech Mahindra Off Campus Registration.

Glad to inform that you've cleared round 2 test and have become eligible for further process.

To complete the further formalities of issuing Offer letter, we would need the below mentioned Documents (in 1 single PDF attachment only).

- 10<sup>th</sup> Marksheet
- 12<sup>th</sup> or Diploma Certificate & Consolidated Marksheet
- Graduation Degree Certificate (PDC, if Degree not issued) & Consolidated Marksheet
- Govt. ID Proof (Aadhaar / PAN / Voter ID / Passport / etc.) (Any 1).

Kindly register on BOAT / NATS & get Registration ID which needs to be provided at the time of joining.

Please note that joining will be Contingent upon Mandatory Registration required on NATS Portal (National Apprenticeship Training Scheme (NATS)) before you join us. So, please go to the NATS portal using the link below and complete Mandatory Registration (National Apprenticeship Training Scheme (NATS)).

<https://ind01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.mhndnats.gov.in&amp;data=02%7C01%7CSatpal.Talwar%40TechMahindra.com%7C9140509417a24ba0cf908d74615c58%7Ced442f5b9944c86a131b42b03a15c95%7C00%7C00%7C837054931034115154&amp;data=ar3nJQ2GINJ7C7o5eZW3LheVGxWdptUFqmhmQCVY%3D&reserved=0>

To complete the NATS registration, you would need the following documents/information:

1. Mobile number
2. Email Address
3. Copy of the Aadhar card/Pan card
4. Passport size photo

17-ACF

BSA Corporation Limited

BSA



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Offer Letter

Date : 12/08/2021

To,

**Ms. MAVULURI SWATHI**  
Gudlavalluru Engineering College  
Gudlavalluru.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

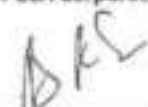
You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B RajithKumar  
Senior Manager – HR operations

received original copy 17/08/21. M.Swathi

---

**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in

43

4.5  
C.W



Navigate your next

October 21, 2021

HRD/3T/1002125998/21-22

Ms. Navyasri Meda  
1-98  
Hamsaladeevi  
Kodur-521328  
India

Ph: +91-7893233519

Dear Navyasri,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature valid

  
Digitally signed by Richard Lobo  
Date: 2021.10.21 13:57:00 (IST)  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

17481A04C5  
(C.W)

17-481A04C5  
Infosys (C.W)



July 27, 2021

HRD/3T/21-22/1002125998

Ms. Navyasri Meda

Candidate ID: 1002125998

1-98

Hamsaladevi

Kodur- 521328

Kodur

India

Ph: (91) 78932 33519

Dear Navyasri,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**

**EVP and Head Human Resources – Infosys Limited**

17481A04C5



## Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>

Fri, Jul 9, 2021 at 18:08

To: navyasreemeda@gmail.com <navyasreemeda@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

407  
CW  
78  
182

Infosys | Global Education Center

Dear Vijaya Sri Merugu

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives. Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on [Trainee\\_helpdesk@infosys.com](mailto:Trainee_helpdesk@infosys.com) or Call us on

**080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.**

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

17428  
79  
182

Date: 29<sup>th</sup> of April 2021  
Name: MERUGUMILLI NAGA SAI KRISHNA  
Roll Number: 17481A04C8

Sub: Letter of Intent

Dear MERUGUMILLI NAGA SAI KRISHNA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

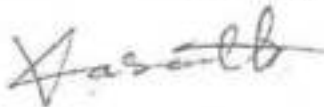
You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office: 10-C, Wagdary Park Road, Vengal Rao Nagar, Hyderabad - 500042  
Tel : +91 98 4299 2020 Fax: +91 98 4299 2020  
Customer Service Number : 1723017519899, 2041521, Email : [care@allsectech.com](mailto:care@allsectech.com)



**CandidateID: 1002026867 ; DOJ: 8/23/2021 : Welcome to Infosys! Here are your Launchpad login credentials**

1 message

Infosys\_LPCampus@infosys.com <Infosys\_LPCampus@infosys.com>  
To: ansarirock333@gmail.com

Sat, Aug 14, 2021 at 10:46 PM



**Dear Mohammad Asgar Ali,**

Welcome to the Infosys family!

To help you get started, we request you to download **Launchpad**, our onboarding app. You will be required to fill out your information in various applications on your date of joining. This app has been designed to complete this process in advance.

You can download the app here:

**Steps for downloading on Android:**

Scan the QR code to download the Infosys Launchpad app



Alternatively, click on the below icon to download or Go to Play Store and search '**Infosys Launchpad**' and install the latest version.



**Note:** In case you see blank screen while trying to Login to the App. Please update the Chrome browser on your device to the latest version from Google Play Store.

**Steps for downloading on iOS:**

Scan the QR code to download the Infosys Launchpad app



1) Alternatively, copy the below URL in the safari(Apple browser) and a message will come "Open this page in iTunes", select Open.

**URL :** [itms-services://?action=download-manifest&url=https://interface.infosys.com/InfosysStore/InfosysLaunchpad/Launchpad.plist](https://itunes-services://?action=download-manifest&url=https://interface.infosys.com/InfosysStore/InfosysLaunchpad/Launchpad.plist)

2) After few seconds, a pop up with two options "Cancel" and "Install" will come, please click on install.



401  
(w)  
81  
182

Ref: TCSL/CT20203555684/1429377/Hyderabad  
Date: 06 July 2021

MR. MOKA BHAGYA RAJ  
21/324 Bhaskarapuram,  
Noble College Road, Machilipatnam,  
Andhra Pradesh-521001.  
Tel# 919290000923

**Sub: Joining Letter**

Dear Mr. Moka Bhagya Raj,

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 **12th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariyattom P.O., Thiruvananthapuram - 695 561, Kerala, India  
Telephone : +91 471 8629400, Fax: +91 471 8629499, Website : www.tcs.com  
Registered Office : Nival Building, 9th Floor, Nandam Road, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1999PLC004781

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17-401  
(C.W)

Ref: TCSL/CT20203555684/1429377/Hyderabad  
Date: 06 July 2021

MR. MOKA BHAGYA RAJ  
21/324 Bhaskarapuram,  
Noble College Road, Machilipatnam,  
Andhra Pradesh-521001.  
Tel# 919290000923

**Sub: Joining Letter**

Dear Mr. Moka Bhagya Raj,

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We are pleased to inform you that your joining date at TCSL will be **12th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

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Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Poosapalli, Technopark Campus, Karimnagar P.O., Thiruvananthapuram - 695 081, Kerala, India  
Telephone : +91 471 6629400, Fax : +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 5th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781

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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203555684/Hyderabad**  
**Date: 11/01/2021**

Mr. Moka Bhagya Raj  
21/324Bhaskarapuram,  
Noble College Road,  
Machilipatnam-521001,  
Andhra Pradesh.  
Tel# 91-7842423887

Dear Moka Bhagya Raj,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT) Unit**, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

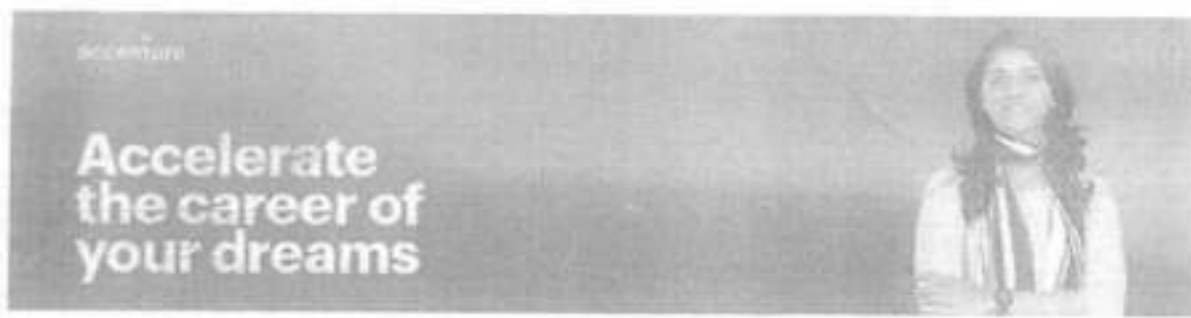
**TCS Confidential**  
**TCSL/CT20203555684**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office: Marol Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Career Services: 1800 209 1111 Email: careers@tcs.com



17-403  
(C.W)



To,

Name : Murala Sai Naga Sandeep

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Murala Sai Naga Sandeep,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-Joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
    - Post onboarding/joining Accenture, and after the induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
    - On successful completion of the program and clearance of the Technology fundamental



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## Accenture Check-in process completion

Inbox



Onboarding.DOC.A... 3 Sep

to me, Onboarding.DOC....



Hi Murala Sai Naga Sandeep,  
Greetings!

Thank you for completing the check-in process.  
A very warm welcome to Accenture!

Hope you are excited about your new career journey with  
Accenture effective 01-Sep-2021.

Regards,  
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with





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Dear Muthireddy Akash,

Hope you are doing well.

**We are delighted to inform that you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at [infytq@infosys.com](mailto:infytq@infosys.com) or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ  
Infosys Limited

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405  
CW  
84  
182

Ref: TCSL/CT20203222987/1400814/Hyderabad  
Date: 06 July 2021

MR. SRI RAM NAGABOTHU  
6-99 Yagnasalapeta,  
Near Sbi, Karamchedu,  
Andhra Pradesh-523168.  
Tel# 919182288671

**Sub: Joining Letter**

Dear Mr. Sri Ram Nagabothu,

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 **12th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Preeti Park, Technopark Campus, Karolbagh P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nival Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCDBAR

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(C.W)

Ref: TCSL/CT20203222987/1400814/Hyderabad  
Date: 06 July 2021

MR. SRI RAM NAGABOTHU  
6-99 Yagnasalapeta,  
Near Sbi, Karamchedu,  
Andhra Pradesh-523168,  
Tel# 919182288671

**Sub: Joining Letter**

Dear Mr. Sri Ram Nagabothu,

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 **12th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR20000**. Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*
- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

### Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*
- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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,

**Janardhan S**  
**Global Head - Talent Development**



Click here or use a QR code scanner from your mobile to validate the joining letter.

17-406

(C.W)

Infosys®

Navigate your real

September 18, 2021

HRD/31/1002470544/21-22

Mr. Naganaboina Pavan Kumar  
2-3 Kattavanipalem, Kalidindi, Krishna Dt  
2-3 Kattavanipalem, Kalidindi, Krishna Dt  
Kalidindi-521344  
India

Ph: +91-9989546972

Dear Naganaboina,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**

**EVP and Head Human Resources - Infosys Limited**

Signature valid

Digitally signed by Richard Lobo  
Date: 2021.09.18 15:20:41 IST  
Reason: I am the signer  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

September 18, 2021

HRD/1002470544/21-22

Mr. Naganaboina Pavan Kumar  
2-3 Kattavanipalem, Kalidindi, Krishna Dt  
2-3 Kattavanipalem, Kalidindi, Krishna Dt  
Kalidindi-521344  
India

Ph: +91-9989546972

Dear Naganaboina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

**Joining**

Your scheduled date of employment with us will be **23-Sep-2021**.

**Location**

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

**Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



### **Probation and Confirmation**

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Agreement**

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

#### **Training Performance - linked Incentive**

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.



### **Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

\* The details of the Scheme would be available to you when you join the Company.

### **Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### **Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

### **Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **System Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company:

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Signature valid

Digitally signed by Richard Lobo  
Date: 2023.06.15 10:26:41 IST  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Naganaboina Pavan Kumar			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
TOTAL GROSS SALARY	25,000			
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Naganaboina Pavan Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
<b>MONTHLY GROSS SALARY</b>	<b>22,328</b>

<b>2. ANNUAL COMPONENT</b>	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>25,000</b>

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
*TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>			<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>			<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>			<b>30,000</b>

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

\*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



17-427

**AD ID and Official Mail ID details || WIPRO**

1 message

Naveen Vijay &lt;naveen.vijay3@wipro.com&gt;

Mon, 16 Aug 2021 at 5:58 pm

To: mohithnamburu143@gmail.com &lt;mohithnamburu143@gmail.com&gt;

Dear Namburu Venkata Siva Mohith,

Please find the below mentioned AD ID and Official Mail id details:

Candidate Full Name	Employee ID	ADID	Personal Email Id	Official ID
Namburu Venkata Siva Mohith	20256633	NA20256633	mohithnamburu143@gmail.com	namburu.mohith@wipro.com

Regards,

Naveen Vijay

Coordinator

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. [www.wipro.com](http://www.wipro.com)

Dear Namburu Venkata,

Congratulations and welcome to the Wipro Family! We are delighted to provide you a great onboarding experience.

Your employee ID is 20028633, your date of joining is August 18, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world.

**A. Webmail Login procedure:**

(Please note: You will be able to access Wipro Webmail from your personal computer (laptop/mobile) only after your joining date)

1. Go to <https://webmail.wipro.com/home> from your system or mobile. Wipro Webmail login page will appear with login account preference.
2. Click on 'Wipro Limited' to get to the Sign-in page.
3. Enter your Wipro AD ID as [ADID@wipro.com](mailto:ADID@wipro.com), which is made up of the first two letters of your first name, followed by your employee ID and @wipro.com, e.g. if your name is John Doe and your employee ID is 12345678, your AD ID is [JD12345678@wipro.com](mailto:JD12345678@wipro.com) in the email format.
4. Enter your default password, which is made up of the first two letters of your first name, followed by @WL and your employee ID, e.g. the password of Rahul Singh with Employee ID 12345678 will be rs@WL12345678. (Please note that this password is case sensitive and you need to change it the first time you log in).
5. A new page will open to change your password from default to a new one.
6. Enter the default password under the label 'Old Password' and your new password in the 'New Password' & 'Confirm Password' fields.



7/17/2021

Gmail - Wipro Campus Update\_LOI

17-407  
(C.W)-239



mobith namburu <mobithnamburu143@gmail.com>

## Wipro Campus Update\_LOI

1 message

Campus HR Team <wipro+email+1dbto-121683cc9f@talent.icims.com>  
Reply-To: Campus HR Team <wipro+email+1dbto-121683cc9f@talent.icims.com>  
To: mobithnamburu143@gmail.com

Tue, Jun 15, 2021 at 9:33 AM

June 15, 2021

Dear VENKATA SIVA MOHITH NAMBURI ,  
Resume Number - 20952994

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

17-407



## Welcome to Wipro

1 message

Mohith Namburu <mohithnamburu143@gmail.com>  
To: eceeminiprojects6@gmail.com <eceeminiprojects6@gmail.com>

Sat, 9 Oct 2021 at 10:07 am

Forwarded message

From: <careers@wipro.com>  
Date: Mon, 16 Aug 2021, 11:01 am  
Subject: Welcome to Wipro  
To: <mohithnamburu143@gmail.com>, <namburu.mohith@wipro.com>



## Human Resources Shared Services: Updates

### Welcome

Dear Namburu Venkata,

Congratulations and welcome to the Wipro Family! We are committed to provide you a great onboarding experience.

Your employee ID is 20256633, your date of joining is August 16, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world:

#### A. Webmail Login procedure:

(Please note: You will be able to access Wipro Webmail from your personal computer/laptop/mobile, only on/after your joining date)

4d8



Infosys\_LPCam... 27/12/2021

to me ▾



Dear Pacharla Ravi Chandrika,

Please note the following details.

Employee ID: 1202915.

Your e-mail ID: pacharla.chandrika@infosys.com

Please note that the system orientation slots will be shared with you shortly, ensure that you attend the same for the configuration.

Regards,

GEC-OP Team

Infosys

17481A04D8 (C.W)  
P. Ravi chandrika.



## Infosys Off-campus Recruitment Drive: Congratulations! You have a job offer

Infosys Freshers Recruitment - Talent Acquisition@infosys.com  
To know more about Infosys - Talent Acquisition@infosys.com

Tue, Oct 1, 2023 at 10:10 PM



Hello,

Thank you for participating in our off-campus recruitment drive.

**Congratulations! You have cleared the interview round to receive a final job offer for Systems Engineer role.** The compensation for this role is INR 36 lakhs per annum with one year of probation period from the date of a location to the business unit.

Please note, this is a conditional job offer subject to your background verification. If a discrepancy of data is detected during the background verification process, Infosys will revoke the job offer made to you.

You will soon hear from us about the next steps of the process.

In case of any queries, please contact your placement officer or write to us at [recruitment@infosys.com](mailto:recruitment@infosys.com). Infosys off-campus recruitment drive related queries sent to any other Infosys email address will not be responded to.

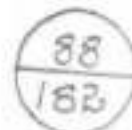
We look forward to welcoming you into our Infosys family.

Best regards,

Talent Acquisition

Infosys

Infosys is an Equal Opportunity Employer



14:58



India.Recruiting@... 7/1/2021

to me, notavailable ▾



01-Jul-2021

Saran Kumar Reddy Palle

Candidate Id: C9702563

Unique Reference Number/Unique Id: 6d3259ad-2245-427c-a4dd-b5602d05e14f\_1

Dear Saran Kumar Reddy Palle,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail by logging into <http://indiacampus.accenture.com/candidate>.

Regards,

Campus Recruitment Team  
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at

<https://www.accenture.com/privacy-policy>. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

17-UD9

accenture

## Accelerate the career of your dreams



To,

Name : Saran Kumar Reddy Palle

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Saran Kumar Reddy Palle,

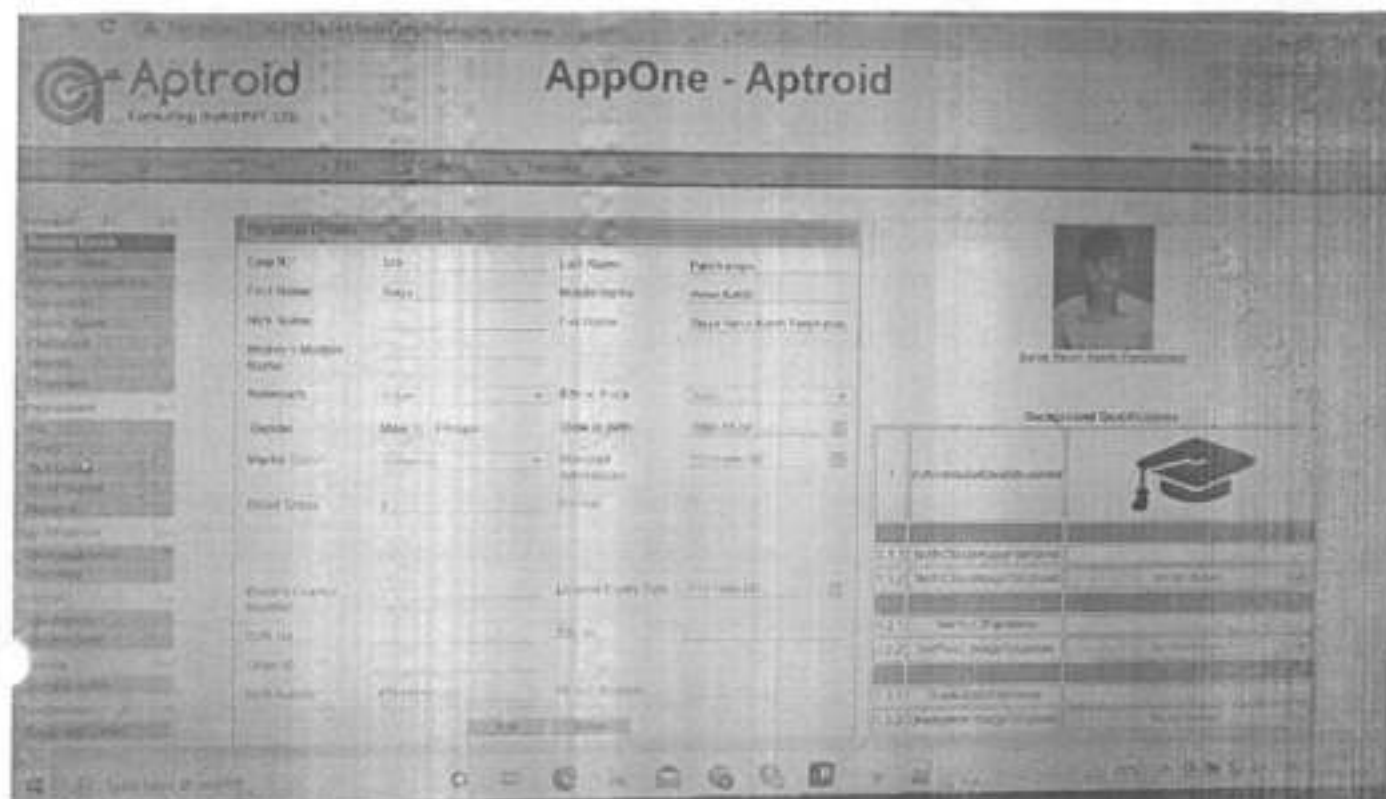
This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental







P. Surya Varun Kanth  
17481A04E0  
Aptroid Consulting (India) PVT. LTD. [C.W.]

Contingency Offer Letter

December 15, 2020

Surya Varun Kanth Panchanapu,  
Dr. No : 4-99, Near Venugopala Swamy Temple, Poranki, Vijayawada, Andhra Pradesh - 521137.

Dear Panchanapu,

Congratulations! We are impressed with your performance in interview with us and the information provided by you in your employment application and during selection process. We are pleased to offer you employment with us as **Software Trainee**. Your commencing remuneration will be INR. **300000 CTC** (Cost-To-Company) per annum.

You are entitled for an annual bonus of INR. **100000** at company's discretion.

This offer is valid for 2 days and stands nullified, if you do not confirm the acceptance of our offer letter with in this validity period. If you accept our offer, please sign second copy of this letter as confirmation of your willingness to join, and provide us the date of joining within the validity period. Aptroid Consulting (India) Pvt Ltd. may revoke this contingency offer letter, at any time with or without written notice for any lawful reason. When you join us, you have to submit the required documents as per the annexure and sign the employment agreement. Your appointment is subject to verification of references, submission of all documents, and veracity of information provided by you.

Prior to your acceptance, HR Partner will provide you copies of employment agreement, salary structure and appointment terms. HR Partner and Delivery Head will also orient you about organization, its expectations about your deliverables and provide clarifications for any queries you might have. This offer will become valid only after your certify that you have been provided with all information about the employment you might be required / want to know.

We look forward to welcoming you to Aptroid Consulting.

Sincerely, -

Date of Joining: December 16, 2020

Lalitha V

Lalitha V Chowdary  
Sr. Manager - HR & Operations

P. Surya Varun Kanth

Surya Varun Kanth Panchanapu  
Date: 16/12/2020

End: Required Documents List

\*\*\* This is a digitally signed document

CN No. 074839702017PNC11514E

Aptroid Consulting (India) PVT. LTD  
Plot No. 573 - M - II, B-V Floors, Sri Ram Chandra Arcade, Film Nagar, Jubilee Hills, Hyderabad - 500033  
Tel: 040 - 3952 8381 | email: info@aptroid.com | www.aptroid.com

Scanned by TapScanner





Aptroid Holiday Schedule - 2021  
PDF - 312 KB



6 attachments (3 MB)

Hi Surya,

A Hearty Welcome to Aptroid Consulting (India) Pvt. Ltd. We wish you to have a successful term of learning and experience with us. Please observe the following points:

Your Employee ID No: APT349

**You will receive the following from the HRD:-**

S. No	Item	Status	Tentative Duration
1	Appointment Letter	Will Inform you via Mail	1 Week
2	Orientation Program	Will Inform you via Mail	2 Weeks



## Acceptance of TCS Offer Letter

Inbox



TCS Recruitment - E... 6 Mar  
to me ▾



Dear MADHULATHA PANTHAGANI,  
Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

For any query, please contact 1 800-209-3111 (toll  
free) /ilpsupport@tcs.com

Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services

=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you



17-4E4

2



To,

Name : Harsha Naga Sai Kiran Parisa

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harsha Naga Sai Kiran Parisa,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental



durga arumalla &lt;thanvigec@gmail.com&gt;

**Fwd: Congratulations! You have been selected to be part of Accenture!**

1 message

Shanmukh Chowdary <shanmukh4599@gmail.com>  
To: "thanvigec@gmail.com" <thanvigec@gmail.com>

Sat, Oct 9, 2021 at 10:34 AM

----- Forwarded message -----

From: **harsha parisa** <harshaparisa111@gmail.com>  
Date: Sat, 9 Oct, 2021, 10:26 am  
Subject: Fwd: Congratulations! You have been selected to be part of Accenture!  
To: Prudhvi 2 <shanmukh4599@gmail.com>

----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>  
Date: Wed, Jul 14, 2021, 5:27 PM  
Subject: Congratulations! You have been selected to be part of Accenture!  
To: <harshaparisa111@gmail.com>

**See you soon at Accenture!**

Dear Harsha Naga Sai Kiran Parisa,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.



22-Mar-2021

Dear Sai Nithin Paruchuru,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017258

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below.

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



**3.1 Cognizant Internship:**

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

**3.2 Continuous Skill Development (CSD) Program:**

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

**3.3 GenC Training Post joining:**

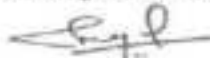
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

## Compensation and Benefits

Name: Sai Nithin Paruchuru

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



## Accenture Solutions Private Limited

## Letter of Authorization

(For use of Personal Information and Sensitive Personal Data or Information)

## To whom it may concern

I understand that my employment with Accenture Solutions Private Limited, having its registered office at Plant 3, Godrej & Boyce Complex, LBS Marg, Vikhroli (West), Mumbai Maharashtra 400079 (hereinafter referred to as 'Accenture', which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees assigns and administrators), is governed by Accenture Employment Policies as applicable, and that this employment is subject to satisfactory background checks [including educational qualifications, past employment records, work experience, work authorization (if applicable) identity check, police clearance check, criminal records check, court record checks etc.] and professional reference checks.

I hereby certify all of the statements made on the Accenture's Employee Application Form are true and complete, and I understand that any omission or misrepresentation of any fact may result in revocation of the offer of employment or refusal of employment or immediate dismissal.

I hereby declare and affirm that:

- ▶ I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- ▶ No criminal charges have ever been framed against me by any court of law.
- ▶ I have not been convicted by any court for any offence involving moral turpitude.
- ▶ I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- ▶ I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, Accenture shall, without prejudice to its other rights, shall have the right to forthwith revoke the offer of employment or terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such revocation or termination, I shall not be entitled to any compensation or benefits whatsoever.

I hereby authorize Accenture Solutions Private Limited and its representative to collect, store, process, transfer and share my personal information and sensitive personal information like bank accounts, PAN, biometric information, medical record, e-mail addresses etc., provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion.

I authorize Accenture and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment. Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture and its representative to initiate reference checks with the references provided by me with immediate effect.

Further, I also acknowledge and provide my consent to Accenture to transfer and share (within India or outside of India) such information with:

- a. Affiliates of Accenture for administrative purposes and/or audit;
- b. Clients/prospects in relation to any staff augmentation assignments.

I hereby declare that the execution of this authorization has been done of my own free will and consent and without any undue force or coercion in any manner whatsoever.

I am aware that Accenture has adopted security practices and procedure to ensure that the information collected is secure and they are available on Accenture's website and in public domains.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture or its representative. I hereby release all persons from liability on account of such disclosure.

Signature

P. Jyothirmayi

Full Name in Capitals: PENIA JYOTHIRMAI

Date: 08-10-2021

*(Note/Instructions: You can either download, manually sign, scan and upload the document or choose to download, e-sign and upload)*



23-Mar-2021

Dear Penumaka Suma,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudiavalleru Engineering College, Gudiavalleru

Candidate ID – 15017757

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs. 450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

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3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

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- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
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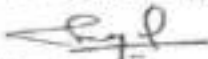
## 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President - Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

## Compensation and Benefits

Name: Penumaka Suma

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

8:26 PM

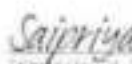
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## Employee...ion Form

13266990

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CW95  
182

Accenture.

Employee Photo ID and Access Card Requisition Form		Form Serial No	Facility Name/Location No
<b>Please read the below instructions before filling up the form</b> • The Access Card and Display ID card are non-transferable. • In case you lose any of these cards please report to the Facility Helpdesk immediately to prevent misuse.			
Employee Name (Full name in Block letters)	Saipriya	PENJIMUR	
	First Name	Middle Name	Last Name
Applied for (Please tick the Box)	<input checked="" type="checkbox"/> Access Card <input checked="" type="checkbox"/> Accenture ID Card <input checked="" type="checkbox"/> Display ID Card		
Date of joining (dd/mm/yyyy)	03/09/2021		
Career Level	12		
Emp ID Number	13266990		
Project Name/Department	Entry Level Pool		
Business Unit	IDC (ATC/AC/IC/Consulting)		
Building and City	999999 Hyderabad Facility/Location Name		
Emergency Contact Person	Kavakadurga		
Emergency Contact Number	(+91) 9000775479		
Date: 03 / 09 / 2021	 Employee Signature		
Date: / /	Name and Signature of HR representative		

## FOR OFFICE USE BY WORKPLACE

Name of the Helpdesk executive to: \_\_\_\_\_

Access card no. (Issued): \_\_\_\_\_

Access Card Valid Till: \_\_\_\_\_



**BE YOURSELF,  
MAKE A DIFFERENCE.**

17481A04H/C.W.  
P. Saipriya

**accenture**

Strictly Private and Confidential

Date:02-Aug-2021

Saipriya Penumudi  
C9844367

D.No : 3-3;River RoadNagayalankaKrishna district  
7794807926

Dear Saipriya Penumudi,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: a1ca25ad-b60c-47ab-8f65-305b35e10027\_1  
Signed By: Mahesh Vasudeo Zurale

\* You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

**Pre-Onboard Learning Module:** To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.



After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (ii) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:  
<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

**Note: For International Worker Only\***

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

**Benefits applicable for current Company financial year:**

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## **ANNEXURE II**

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.  
Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

3/10/22, 8:04 PM

Gmail - Accenture Check-in process completion

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pittu venkat reddy <pittuvenkatreddy1999@gmail.com>

## Accenture Check-in process completion

1 message

Onboarding.DOC.ASE@accenture.com <Onboarding.DOC.ASE@accenture.com>  
To: pittuvenkatreddy1999@gmail.com  
Cc: Onboarding.DOC.ASE@accenture.com

3 September 2021 at 10:57



**Hi Venkat Reddy Pittu,**  
**Greetings!**

**Thank you for completing the check-in process. A very warm welcome to Accenture!**

Hope you are excited about your new career journey with Accenture effective **03-Sep-2021**.

Regards,  
Accenture Onboarding Team

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# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date:04-Aug-2021

Venkat Reddy Pittu  
C9851314

D. No: 15 /207-21-2aDevudu Cheruvu, Machavaram, Machilipatnam.

8790178916

Dear Venkat Reddy Pittu,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature



485  
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 182



**WIPRO ADID & Official Mail ID**

1 message

Navin Vijay navin.vijay@wipro.com  
 To: gokulnkr1999@gmail.com <gokulnkr1999@gmail.com>

Mon, 11/0

Dear Pothula Gopi Krishna,

Greetings of the day,

Please find the below mentioned ADID and Official Mail ID details:

Candidate Full Name	Employee ID	ADID	Official ID
Pothula Gopi Krishna	20203442	P020783442	gokulnkr1999@gmail.com

Regards,

Navin Vijay

HRP Coordinator

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential information. If you are not the intended recipient, you should not disseminate, distribute or copy this email. Please notify the sender immediately and destroy all copies of this message and a WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by the use of this email.



B5

## Welcome to Wipro

1 message

<careers@wipro.com>

To: gopikrishnap1999@gmail.com, pothula.krishna@wipro.com

Mon, 11 Oct, 2021 at 9:42 am



### Human Resources Shared Services: Updates

#### Welcome

Dear Pothula Gopi,

Congratulations and welcome to the Wipro Family! We are committed to provide you a great onboarding experience.

Your employee ID is 20380442, your date of joining is October 11, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world:

#### A. Webmail Login procedure:

(Please note: You will be able to access Wipro Webmail from your personal computer/laptop/mobile, only on/after your joining date)

1. Go to <https://webmail.wipro.com/owa> from your system or mobile. Wipro Webmail login page will appear with login-account preference.
2. Click on 'Wipro Limited' to get to the Sign-on page.
3. Enter your Wipro AD ID as ADID@wipro.com, which is made up of the first two letters of your first name, followed by your employee ID and @wipro.com, e.g. if your name is John Doe and your



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Ref: TCSL/CT20182484222/1396705/Hyderabad  
Date: 06 July 2021

MS. LILLI SRINIJA POTHURI  
11-37/20 Karna Vari Street,  
Addanki Road, Darsi, Darsi,  
Andhra Pradesh-523247.  
Tel# 918328380042

**Sub: Joining Letter**

Dear Ms. Lilli Srinija Pothuri,

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 **12th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariwetam P.O., Thiruvananthapuram - 595 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Narayan Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC064781

Page | 1



Kaptius Technologies India Pvt Ltd  
105, Workafella – Cyber Crown Sec-II, Village,  
HUDA Techno Enclave,  
HITEC City, Hyderabad,  
500081, India

PUPPALA NAIMESHA  
C/O NARAYANA RAO  
BANTUMILLI  
Krishna Andhra Pradesh – 521324  
8179278749

29 August 2021

Dear Naimsha

With reference to our recent discussions, we are delighted to offer you the role of Platform Developer with Kaptius, on successful completion of your internship.

We enclose your formal offer letter and contract of employment below, detailing the role and what will be expected from you as an employee of Kaptius.

Please read these thoroughly and let us know if you have any questions.

We are very excited to be working with you on a permanent basis.

Kind regards

Designted by:  
A handwritten signature in black ink that reads "Bradley Turner".  
090E2EAD19CC41D

Bradley Turner

Director

10:26

4G+ 93%



## Accenture Check-in process completion Inbox



Onboarding.DOC.ASE@... Sep 3  
to me, Onboarding.DOC.ASE ✓



Hi Pusala Sreedatta,  
Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,  
Accenture Onboarding Team

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## Accenture Check-in process completion

Inbox



Onboarding.DOC.ASE@... Sep 3  
to me, Onboarding.DOC.ASE



Hi Pusala Sreedatta,  
Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 01-Sep-2021.

Regards,  
Accenture Onboarding Team

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----- Forwarded message -----

From: <HumanResources@cognizant.com>

Date: Wed, Sep 1, 2021, 6:08 AM

Subject: Welcome to Cognizant!

To: <puttakalyani2017@gmail.com>

*[PLEASE DO NOT REPLY TO THIS E-MAIL. This is an auto-generated email from Cognizant's PeopleSoft Application.]*

Hi,

Your Associate ID - 2051513 (also known as Employee ID, Network ID, or User ID) has been generated.

You will receive an e-mail on your date of joining from the authorized Cognizant helpdesk team CFBCompliance , to set- up your network credentials. In case you have any difficulties following the guidelines in the email, please contact the helpdesk team via phone: India & Asia-Pacific: 1-800-572-0473; USA & Canada: 1-866-822-2024, Europe: 0-800-678-1616, or write to Passwordreset@cognizant.com

**Login to Cognizant Email:** Once you retrieve your network password, please login to Cognizant mail (<https://mail.cognizant.com>) to review additional next steps which need to be completed. You will need to use the prefix cts\ before your Associate ID(i.e. cts\2051513) when logging into Cognizant mail.

Kindly download your copy of PE Nomination form

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5:37

93%

Offer status update with Cognizant Inbox

CognizantTntAcq@cognizan... 3/31/2021

to me, cognizantHR

**Cognizant**

Dear Sir/Madam,

Thank you for your interest in Cognizant. We are pleased to hear from you.

At Cognizant, we are committed to providing our services with the highest quality, integrity, and accountability. We believe in creating a work environment where our employees can thrive and grow.

We are currently looking for individuals who are passionate about their work and committed to excellence. If you are interested in joining our team, please send us your resume and cover letter.

Sincerely,

Cognizant

Cognizant is an Equal Opportunity Employer. We are committed to creating a diverse and inclusive work environment for all our employees.

Cognizant is a leading provider of IT services and solutions. We are currently looking for individuals who are passionate about their work and committed to excellence.

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**Cognizant**

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Reply

Reply all

Forward



17481A0492  
(C.W)

22-Mar-2021

Dear Putta Kalyani,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudiavalleru Engineering College, Gudlavalleru

Candidate ID – 15017544

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below;

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

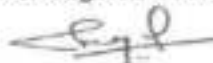
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

## Compensation and Benefits

Name: Putta Kalyani

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to:

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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file:///C:/Users/akli.../Downloads/ADID\_Details\_Candidate\_Details\_121212.pdf

ADID

## ADID Details

**Aklian Veeraraghavan** <aklian.veeraraghavan@wipro.com>

to me

Dear Candidate,

Please find the below mentioned ADID details.

Candidate Full Name	Employee ID	ADID	Official Mail ID
Rayapudi uday	20306824	R120106824	rayapudi.udey@wipro.com

Regards,  
Aklian V  
PRP Team

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Mon, Dec 6, 2021, 3:43 PM



443  
(C-W)

21:17

4G4 CW  
VOD LTE 47



DOJ: 08-Nov-2021 - With  
reference to your joining  
formalities Inbox



Infosys\_LPCampus 04/11/2021  
to me ▾



Hi Rayigiri Venkata Sirisha,

Candidate ID: 1002125716

Welcome to Infosys!

You are just a step away from becoming an 'Infosian', from being a part of an organization that is dynamic, innovative, diverse and multicultural. Our thirst for continuous innovation fuels our spirit to improve the present, transform the world, and make the future a better place.

Upon completion of your Launchpad process, PDF forms would be generated.

Contact: HR Help Desk number : 080-33554639 option 3, between 8.30 AM IST to 5.30 PM IST Monday to Friday.

Email ID: [Trainer\\_helpdesk@infosys.com](mailto:Trainer_helpdesk@infosys.com)

**Note:** In case of non-availability of any original educational mark sheets/documents for any reason, you are requested to obtain a bonafide letter attested by your college/university stating the same. In case the mark sheet/document has been lost or mislaid, a copy



July 27, 2021

HRD/3T/21-22/1002125716

Ms. Rayigiri Venkata Sirisha

Candidate ID: 1002125716

1-162

Kothapeta

Vijayawada - 521333

Vijayawada

India

Ph: (91) 93814 96359

Dear Rayigiri,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO****EVP and Head Human Resources – Infosys Limited**



BSA Corporation Limited

BSA

17-445

104  
182

Offer Letter

To,

Date : 12/08/2021

Mr. RENTALA VENKATA SAIDULU  
Gudlavalluru Engineering College  
Gudlavalluru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranganth Kumar  
Senior Manager - HR operations

Received original copies.

R.V.Saidulu

21-8-2021.

**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune - 411018  
Tel: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in

91

17-467

105  
182

Date: 29<sup>th</sup> of April 2021  
Name: SAMBANGI SNEHA LATHA  
Roll Number: 17481A04G7

Sub: Letter of Intent

Dear SAMBANGI SNEHA LATHA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office: 46-C, Vengal Rao Road, Madhavaram, Chennai - 600 037  
Tel : +91 44 4299 2020 web : [www.allsecinfra.com](http://www.allsecinfra.com)  
Corporate Identity Number : U72900TN1998PLC041623, Email : [hr@allsecinfra.com](mailto:hr@allsecinfra.com)

BSA Corporation Limited

BSA

17-4-58  
106  
182  
Received original copy  
S. Ojeswini

---

Offer Letter

Date: 12/08/2021

To,

Ms. SANAKA OJESWINI  
Gudlavallera Engineering College  
Gudlavallera.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!


You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ramesh Kumar  
Senior Manager – HR operations

Received original copy  
S. Ojeswini

---

**BSA Corporation Limited**

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

449  
CW107  
182

9:42 AM | 6.6KB/s

87%



## Accenture Check-in process completion Inbox



Onboarding.DOC.... 04/09/2021  
to me, Onboarding.DOC.ASE



Hi Indra Kumar Reddy Sanikommu,  
Greetings!

Thank you for completing the check-in process.  
A very warm welcome to Accenture!

Hope you are excited about your new career journey with  
Accenture effective to Sep-2021.

Regards,  
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture handles your data, please visit [https://www.accenture.com/privacy](#).

10:28 AM | 30.1KB/s

86%

17-UG9  
(C.W)



## Action Required: Check-In Day one at Accenture

Inbox



Onboarding.DOC.ASE@... 3 Sep  
to me



Hi Indra Kumar Reddy Sanikommu,  
We are excited for you to join Accenture!  
Your first day is scheduled for 03-Sep-2021.

You are at the last step to complete your onboarding process. To enable us to create a seamless joining experience for you, please complete the DAY ONE "CHECK-IN" process confirming your Date of Joining 03-Sep-2021 with Accenture by choosing one of the below options.

YES - I confirm joining Accenture on 03-Sep-2021.  
NO - I decline the Offer.

Regards,  
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and compliance of

17-469

7/14/2021

Gmail - Congratulations! You have been selected to be part of Accenture!



Indra Kumar <indrakumarsanikommu12@gmail.com>

## Congratulations! You have been selected to be part of Accenture!

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com>  
To: indrakumarsanikommu12@gmail.com

14 July 2021 at 17:28



### See you soon at Accenture!

Dear Indra Kumar Reddy Sanikommu,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.

Link: <http://indiacampus.accenture.com/candidate>

Your journey to the world of Accenture has just begun. See you soon!

Regards,  
Recruitment Team

7/19/2021

Gmail - Congratulations! You have been selected to be part of Accenture!



Indra Kumar <indrakumarsanikommu12@gmail.com>

## Congratulations! You have been selected to be part of Accenture!

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com>  
To: indrakumarsanikommu12@gmail.com

14 July 2021 at 17:26



### See you soon at Accenture!

Dear Indra Kumar Reddy Sanikommu,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
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For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.

Link: <http://indiacampus.accenture.com/candidate>

Your journey to the world of Accenture has just begun. See you soon!

Regards,  
Recruitment Team



Accenture Check-in process completion [Inbox](#)

Inbox

Onboarding.DOC.ASE... 15 Aug

to me, Onboarding.DOC.ASE ▾



Hi Shaik Riyaz,

Greetings!

Thank you for completing the check-in process.  
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 1st Aug 2021

Regards,  
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us.



TAKE A DIFFERENCE.

Strictly Private and Confidential

Date:03-Jun-2021

Riyaz Shaik  
C9587601

2-22A,Near Mutyalamma Center,Koduru. A.Konduru(md).

8187849771

Dear Riyaz Shaik,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ('Company') in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

**Pre-Onboard Learning Module:** To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

**Note: For International Worker Only\***

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

**Benefits applicable for current Company financial year:**

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG)
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.



17414



Date: 29<sup>th</sup> of April 2021  
Name: SHAIK SAIDA  
Roll Number: 17481A04H4

Sub: Letter of Intent

Dear SHAIK SAIDA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Vengal Rao Road, Vikram, Chennai - 600 048.  
Tel : +91 94 4209 2600 web : [www.allsecinfo.com](http://www.allsecinfo.com)  
Corporate Identity Number : U72200TN1998PLC0341051, Email : [hr@allsecinfo.com](mailto:hr@allsecinfo.com)



Yousuf Ismail <yousufismail895@gmail.com>

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>

Fri, Jul 9, 2021 at 6:58 PM

To: "yousufismail895@gmail.com" <yousufismail895@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click [here](#) to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_updates@infosys.com](mailto:offer_updates@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

## Talent Acquisition

Infosys Limited

## LETTER OF APPOINTMENT

To,  
SIDDULA SPANDANA  
Vellaturu, G. Konduru Mandal,  
Krisilua District, Andhra Pradesh,  
Pin-521229

Date: 19-07-2021

Mobile: 6305808683  
Email Id: [siddulaspandana@gmail.com](mailto:siddulaspandana@gmail.com)

Dear Ms. Spandana,

With reference to our campus drive 2021 and the subsequent personal interview you had with us, we are pleased to appoint you as "Design Trainee Engineer" in our office, Located at #6-2-298, 3rd Floor, GNR Arcade, Khairatabad, Hyderabad - 500004 on the following terms and conditions.

1. This appointment is effective from 19-07-2021.
2. Compensation packages of 2.6 Lakhs in first year, breakup as below:
  - a) First six months, a stipend of Rs. 15,000/- (Rupees Fifteen Thousand) per month will be paid.
  - b) After successful completion of six months of On the Job Training, pay will be revised to Rs. 22,000/- (Rupees Twenty-Two thousand) per month.
  - c) After successful completing of Twelve months, you will be eligible for a onetime amount of Rs. 38,000/- (Rupees Thirty Eight Thousand)
  - d) Your compensation & position will be reviewed after successful completion of Twelve months.
3. Initially you will be posted to our office situated at #6-2-298, 3rd Floor, GNR Arcade, Khairatabad, Hyderabad-500004 and you are liable to be transferred to any shift, section, department, office/ establishment/ factory forming part of our organization in any part of India and also to any of our sister/associated concern or amalgamated concern or to any establishment we may acquire/setup in future. The transfer may be with or without any extra remuneration or compensation and you will abide by the service conditions, rules and regulations in force in the transferred concern.
4. You will be governed by the conditions of service, rules and regulations of the company that are in operation now and those that may be brought into force from time to time.
5. During service, if you are absent from duty without prior permission in writing for 8 (eight) calendar days continuously it shall be deemed that you have no interest in the

Page 1 of 4

*S. Spandana*



17481A04H  
S. Spandana

## Job offer letters from Smart Rotamach Inbox



admin@smartrotam... 17:54

to me ^



From Admin Rambabu • admin@smartrotamac  
.com

To siddulaspandana@gmail.com

Date 8 Jul 2021, 17:54



Standard encryption (TLS).

See security details

To,  
Spandana Siddula  
6305808683

Dear Spandana,

Congratulations! With reference to our campus drive 2021, your application and subsequent interviews, we are pleased to offer you the position of "Design Trainee Engineer" in our organization as per the following terms & conditions.

**Compensation packages of 2.6 Lakhs in the first year, breakup as below:**

- 1) Initial 6 months will be internship and during internship stipend of Rs. 15,000/- (Rupees Thirteen Thousand) per month will be paid.
- 2) After 6 months of successful completion of the training period, it will be revised to Rs. 22,000/-



(Rupees twenty-two thousand) per month.

3) After successful completion of 12 months, you will be eligible for a onetime amount of Rs.38,000/-

4) Your compensation & position will be reviewed after successful completing of 12 months.

**Terms and conditions are as follows:**

1) Your place of working shall be at Hyderabad (our office location), your services shall be transferred to locations in India or abroad subject to company policies & business requirements.

2) As agreed, you will have to execute two years' service bond upon your joining.

3) You will be governed by the terms and conditions & company's policies.

4) This offer is valid if you accept this offer by **09/07/2021** in writing & you shall report to the work on/before **19/07/2021**.

5) By accepting this Offer Letter, you shall not enter into any other conflicting agreement or any conflicting obligation that you may be bound to, in the past.

**Following original documents to be brought at the date of joining.**

1) All Educational Certificates including mark sheet

2) Passport.

3) PAN card for Bank Account.

4) Five passport size photographs.

We welcome you to Smart Rotamach family and look forward for a long and mutually rewarding association.

Regards,

Thanking You,

For Smart Rotamach Pvt Ltd





#6-2-982, 3<sup>rd</sup> Floor, GNR Arcade, Khairatabad,  
Hyderabad – 500 004

Near Khairatabad Metro Station, Above HDFC Bank  
Phone: +91 99632 34805 |web:  
[www.smartrotamac.com](http://www.smartrotamac.com)

CONFIDENTIALITY NOTICE: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.





17-4H6

GECTPO Placement Officer &lt;placementofficer@gectpovalley.ac.in&gt;

**Smart Rotamac Final Selections (ECE) - GEC**

1 message

Bridhar G (Gectpo.com) &lt;bridhar@gectpo.com&gt;

To: GECTPO Placement Officer &lt;placementofficer@gectpovalley.ac.in&gt;

Cc: Adrie Rambabu &lt;adrie@smartrotamac.com&gt;, rosharotamac726@gmail.com, "Sirsi, Smart Rotamac" &lt;sirsi@smartrotamac.com&gt;

8 July 2021 at 18:06

Hi Mr. Sakethara,

In continuation to the interview process conducted for Smart Rotamac, the following are the final selected candidates from ECE:

S.No	Name	Email	Mobile	Branch	College
1	Sakethara Saketha	Sakethasaketha@gmail.com	9309000000	ECE	GOULAVALLURU ENGINEERING COLLEGE

We expect your cooperation till the selected candidates join the company.

Wish to have a healthy long relationship.





17-4H8-

HumanResources@cognizant.com

to me

Sat, Jul 12 6:05 AM

*[PLEASE DO NOT REPLY TO THIS E-MAIL. This is an auto-generated email from Cognizant's PeopleSoft Application.]*

Hi,

Your Associate ID - 2032302 (also known as Employee ID, Network ID, or User ID) has been generated.

You will receive an e-mail on your date of joining from the authorized Cognizant helpdesk team CFBCompliance, to set-up your network credentials. In case you have any difficulties following the guidelines in the email, please contact the helpdesk team via phone: India & Asia-Pacific: 1-800-572-0473; USA & Canada: 1-866-822-2024, Europe: 0-800-678-1616, or write to [Passwordreset@cognizant.com](mailto:Passwordreset@cognizant.com)

**Login to Cognizant Email:** Once you retrieve your network password, please login to Cognizant mail (<https://mail.cognizant.com>) to review additional next steps which need to be completed. You will need to use the prefix cts before your Associate ID (i.e. cts\2032302) when logging into Cognizant mail.

Kindly download your copy of PF Nomination form (Form 2), Gratuity Nomination form (Form F), other applicable Statutory forms and Pre-joining forms that has been submitted as part of Onboarding Cognizant Technology Solutions India Private Limited and its India legal entities. Please note that no further changes can be made to your forms in Pre-joining section and access to the OneC Onboarding app will be revoked in 6 months from your Date of Joining. Please navigate to the Pre-joining section in Onboarding app by [clicking here](#) to download your copy of the submitted forms.

We request you to update your Nomination forms on periodical basis / at the time of life event changes in the Beneficiary Nomination Center (BNC) app by [clicking here](#)

Thank You,  
Cognizant Human Resources

17-4H8-  
(C.W)

17-418



27-Apr-2021

Dear Sri Tanuja Machina,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017184

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



27-Apr-2021

Dear Sri Tanuja Machina,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017184

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This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

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This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

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**3.1 Cognizant Internship:**

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

**3.2 Continuous Skill Development (CSD) Program:**

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

**3.3 GenC Training Post joining:**

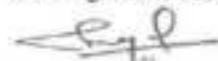
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**



## Compensation and Benefits

Name: Sri Tanuja Machina

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

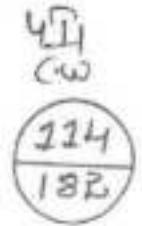
\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



Ref: TCSL/CT20203181826/1659020/Pune  
Date: 25 November 2021

MS. VENKATASIRI SUVVA

H No 6-146/A, Kommugudem, Near Rcm Church, Kommugudem, Chintalapudi Mandal, Recharla, West Gc  
Chintalapudi, Eluru,  
Andhra Pradesh-534460.  
Tel# 919398686762

**Sub: Joining Letter**

Dear Ms. Venkatasiri Suvva,

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 **06th December 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Narmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO04781

Page | 1



17481A04J1  
(C.W)

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203181826/Pune**  
**Date: 21/11/2021**

Ms. Venkatasiri Suvva  
H No 6-146/A, Kommugudem, Near Rcm Church, Kommugudem, Chintalapudi Mandal, Recharla, West Godavari District,  
Chintalapudi,  
Eluru-534460,  
Andhra Pradesh.  
Tel# 91-9951319447

Dear Venkatasiri Suvva,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20203181826**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Niyati Tower, Ground Floor, 54th 103/A/1/129, CTS 1995, Nagar Road, Verovala, Pune 411 006 India

Tel: 91 20 6608 7722 Fax: 91 20 6608 7307 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Niyati Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 31 31 (Toll Free) Email: [careers@tcs.com](mailto:careers@tcs.com)





HRD/3T/21-22/1002131161

July 27, 2021

Ms. Ramya Sree Talari  
Candidate ID: 1002131161  
Dno: 8-141/2, Kona Vari Street  
Near Chinna Anjaneya Swamy Temple, Kankipadu  
Krishna District - 521151  
Krishna District  
India  
Ph: (91) 99893 00512

Dear Ramya Sree,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited



July 27, 2021

HRD/3T/21-22/1002131161

Ms. Ramya Sree Talari  
Candidate ID: 1002131161  
Dno: 8-141/2, Kona Vari Street  
Near Chinna Anjaneya Swamy Temple, Kankipadu  
Krishna District - 521151  
Krishna District  
India  
Ph: (91) 99893 00512

Dear Ramya Sree,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited

Application Development Associate  
Phone Number +91 91218 52344 (Mobile)  
Email Address lalithawya.lakshmi@accenture.com  
Location Hyderabad - HOC3C



Bikram Singh  
Manager  
People Lead Syed Anjad Ali

## Professional Profile

### Job Details

#### Job Details

Supervisory Organization Accenture (Jule Sweet) >> NA-SFEG-P3-01 (Bikram Singh)  
Job Application Development Associate  
Business Title Application Development Associate  
Job Profile Application Development Associate  
Job Family Software Engineering > Application Development  
Management Level 12-Associate  
Time Type Full time  
Location Hyderabad - HOC3C

### Contact Information - Public

Phone +91 91218 52344 (Mobile)  
Email lalithawya.lakshmi@accenture.com

### Work Address

SEZ IT/ITES BHK (S TWR) Flr 7,B&15  
BHK 7,Chandrabhargavi Road,Hyderabad-500032  
Telangana  
India

**BE YOURSELF,  
MAKE A DIFFERENCE.**



Strictly Private and Confidential

Date: 10-Jul-2021

Talluri Lalitha Aishwarya Lakshmi  
C9742055

23 -110 opposite to old panchayath office ,near Andhra bank, Sivalayam Street, Pamarru, Krishna District, Andhra Pradesh-521157

9121852344

Dear Talluri Lalitha Aishwarya Lakshmi,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

\* Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

\*As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

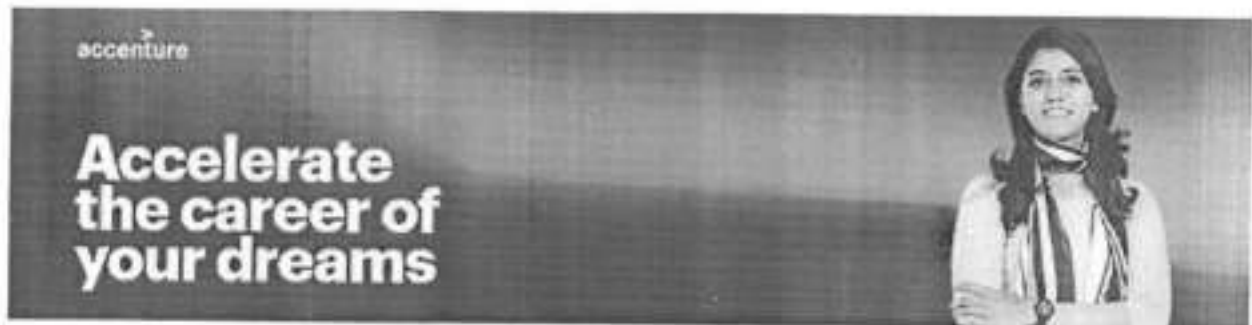
The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.





To,

**Name :** Tankala Layasri

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Tankala Layasri,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

- Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
- Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
- On successful completion of the program and clearance of the Technology fundamental





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Ref: TCSL/CT20203351082/1614947/Ahmedabad  
Date: 01 November 2021

MS. VENKATA LAKSHMI TANKALA  
7/234-D Katari Ranganayakamma Street,  
Gudivada, Gudivada,  
Andhra Pradesh-521301.  
Tel# 918897449953

**Sub: Joining Letter**

Dear Ms. Venkata Lakshmi Tankala,

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 November 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Prosser Park, Technopark Campus, Konecraton P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax : +91 471 6629400, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L2221BA2H1995PLC084781

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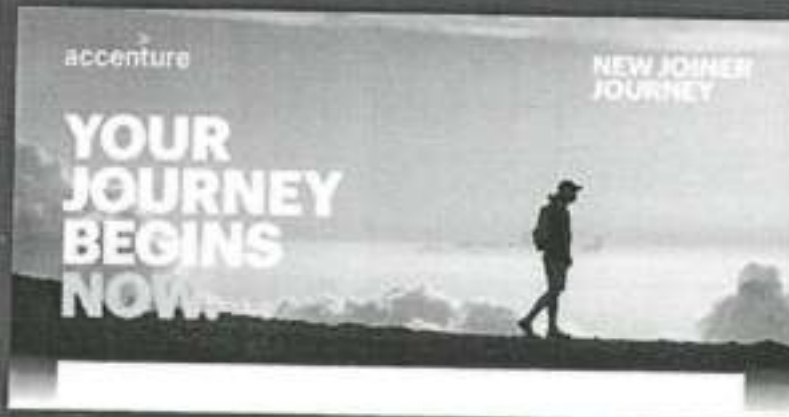


Welcome To Accenture

Inbox



emailservice@accent... 5/8/2021  
to me ▾



Hi Rajasree Thota,  
Congratulations on your decision to join Accenture!  
We are very excited to have you join our team!

Your official start date might be days or even weeks away, but you do not have to wait to begin your journey with Accenture. You can get started right now.

Start by exploring [Countdown to Accenture](#), your personalized guide to learn what you can expect from your Accenture career.

Login using your personal email address as the username. If this is your first time logging into [Accenture](#), or if you have forgotten your password, select the "Forgot Password" link and follow the instructions.

If you have any trouble viewing this invitation or accessing the link above, please visit the [Frequently Asked Questions](#) page.

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# Accenture Solutions Private Limited

## Letter of Authorization

(For use of Personal Information and Sensitive Personal Data or Information)

To whom it may concern

I understand that my employment with Accenture Solutions Private Limited, having its registered office at Plot 3, Godrej & Boyce Complex, LBS Marg, Vilepari (West), Mumbai Maharashtra 400079 (hereinafter referred to as 'Accenture', which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees assigns and administrators), is governed by Accenture Employment Policies as applicable, and that this employment is subject to satisfactory background checks (including educational qualifications, past employment records, work experience, work authorization (if applicable) identity check, police clearance check, criminal records check, court record checks etc.) and professional reference checks.

I hereby certify all of the statements made on the Accenture's **Employee Application Form** are true and complete, and I understand that any omission or misrepresentation of any fact may result in revocation of the offer of employment or refusal of employment or immediate dismissal.

I hereby declare and affirm that:

- ▶ I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- ▶ No criminal charges have ever been framed against me by any court of law.
- ▶ I have not been convicted by any court for any offence involving moral turpitude.
- ▶ I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- ▶ I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / Untrue, Accenture shall, without prejudice to its other rights, shall have the right to forthwith revoke the offer of employment or terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such revocation or termination, I shall not be entitled to any compensation or benefits whatsoever.

I hereby authorize Accenture Solutions Private Limited and its representative to collect, store, process, transfer and share my personal information and sensitive personal information like bank accounts, PAN, biometric information, medical record, e-mail addresses etc.) provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion.

I authorize Accenture and its representative to initiate the necessary enquiries/checks with immediate effect, barring my current employment. Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture and its representative to initiate reference checks with the references provided by me with immediate effect.

Further, I also acknowledge and provide my consent to Accenture to transfer and share (within India or outside of India) such information with:

- a. Affiliates of Accenture for administrative purposes and/or audit;
- b. Clients/prospects in relation to any staff augmentation assignments.

I hereby declare that the execution of this authorization has been done of my own free will and consent and without any undue force or coercion in any manner whatsoever.

I am aware that Accenture has adopted security practices and procedure to ensure that the information collected is secure and they are available on Accenture's website and in public domain.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture or its representative. I hereby release all persons from liability on account of such disclosure.

Signature

T. Rajasree

Full Name in Capitals : THOTA RAJASREE

Date

20/07/2021

Instructions: You can either download, manually sign, scan and upload the document or choose to download, merge and upload.

# Accenture Check-in process completion

Inbox



Onboarding.DO... 9/3/2021

to me, Onboarding.DOC....



Hi Dileep Udayagiri,

Greetings!

Thank you for completing the check-in process.  
A very warm welcome to Accenture!

Hope you are excited about your new career journey with  
Accenture effective 03-Sep-2021.

Regards,  
Accenture Onboarding Team

(C.W.)

# Accenture Check-in process completion

Inbox



Onboarding.DOC.A... Sep 3  
to me, Onboarding.DOC.A... ▾



Hi Dileep Udayagiri,  
Greetings!

Thank you for completing the check-in process.  
A very warm welcome to Accenture!

Hope you are excited about your new career journey with  
Accenture effective 03-Sep-2021.

Regards,  
Accenture Onboarding Team



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accenture

**Accelerate  
the career of  
your dreams**



To,

**Name :** Dileep Udayagiri

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Dileep Udayagiri,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
  - Proposed role - Application Development Associate
  - Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
  - Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
  - Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
  - Maximum Annual Total earning potential - 4,40,500
  - Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
  - Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-
- You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement.

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"



17481A04 Jo  
U. Naga Malleswara Rao

## Infosys Limited | Virtual Onboarding Survey

Infosys Limited <offers@infosys.com>

To: n.rao.uppala007@gmail.com <n.rao.uppala007@gmail.com>

Fri 9 Jul, 2021 at 6:04 PM

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited





4J1  
C-W  
123  
182

Ref: TCSL/CT20203351102/1426832/Hyderabad  
Date: 06 July 2021

MR. LOKNIVAS UPPUTHOLLA  
6-132 Oldtown Macherla Yadav Bazar,  
Macherla, Guntur,  
Andhra Pradesh-522426.  
Tel# 919177578252

**Sub: Joining Letter**

Dear Mr. Loknivas Upputholla,

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 **12th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Popeal Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nandam Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L32210MH1995PLC094781

Page | 1

Offer: Computer Consultancy  
Ref: TCSL/CT20203351102/Hyderabad  
Date: 08/01/2021

Mr. Loknivas Upputholla  
6-132 Oldtown MacherlaYadav Bazar,  
Macherla,  
Guntur-522426,  
Andhra Pradesh,  
Tel# -

Dear Loknivas Upputholla,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20203351102

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Decampark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2322 Website: www.tcs.com

Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Services: 1800 204 3333 Email: careers@tcs.com

Date: 26<sup>th</sup> Aug 2021

Hari Siva Prakash Vaddineni  
3-107/C,  
Shivaramapuram,  
Tallur Mandal,  
Prakasam District-523264,  
Andhrapradesh.  
Phone No: 7613327598

**Subject - Offer of Appointment**

Dear Hari Siva Prakash Vaddineni,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our Vizag office.
2. Your "Annual Total Cash Compensation" will be Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only). Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **6<sup>th</sup> Sep 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Bangalore office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Offers@cerium-systems.com** latest by **28<sup>th</sup> Aug 2021**.



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Ref: TCSL/CT20203118600/1424304/Hyderabad

Date: 02 July 2021

MS. VALLI YAMINI VADLAMANNATI  
15/555-3 Edepalli,  
Zilla Court Back Gate, Machilipatnam,  
Andhra Pradesh-521001,  
Tel# 919346246416

**Sub: Joining Letter**

Dear Ms. Valli Yamini Vadlamannati,

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 **05th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

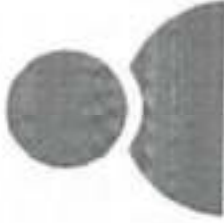
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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Pondal Park, Technopark Campus, Karamanallur P.O., Thiruvananthapuram - 695 081, Kerala, India  
Telephone : +91 471 8629400, Fax : +91 471 8629409, Website : [www.tcs.com](http://www.tcs.com)  
Registered Office : Nandal Building, 9th Floor, Fort Area, Mumbai - 400 021  
Corporate Identification Number (CIN): L22218MH1995PLC084781

Page | 1

Application Development Associate  
Phone Number +91 84658 88178 (Mobile)  
Email Address anusha.valluri@accenture.com  
Location Bengaluru - BDC7A



Srinivas Naniappa  
Manager

## Professional Profile

### Job Details

#### Job Details

Supervisory Organization	Accenture (Julie Sweet) >> TRGB1 (Srinivas Naniappa)
Job	Application Development Associate
Business Title	Application Development Associate
Job Profile	Application Development Associate
Job Family	Software Engineering > Application Development
Management Level	12-Associate
Time Type	Full time
Location	Bengaluru - BDC7A

### Contact Information - Public

Phone	+91 84658 88178 (Mobile)
Email	anusha.valluri@accenture.com

### Work Address

SEZ,Blok-5B,7A,7B, Synus.51 to 64/4  
Bellandur Village,Varthur Hobli  
Bengaluru- 560037  
Karnataka  
India

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Sivani Veeraboina <sivaniveeraboina@gmail.com>

## Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <infos@infosys.com>

To: "sivaniweeraboina@gmail.com" <sivaniweeraboina@gmail.com>

Fri, Jul 5, 2024 at 6:35 PM

Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note: It is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited





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C-w  
128  
182

Ref: TCSL/DT20219044544/1695431/Hyderabad

Date: 14 December 2021

MS. RAMYA VEERANKI

1-108, Near Balaji Rice Mill Davuluru, Toil Plaza,

Kankipadu, kankipadu,

Andhra Pradesh-521151.

Tel# 919551633999

**Sub: Joining Letter**

Dear Ms. Ramya Veeranki,

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 **23rd December 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Heepul Park, Technopark Campus, Karimnagar P.O., Thiruvananthapuram - 695 001, Kerala, India

Telephone : +91 471 5629400, Fax: +91 471 6829499, Website : www.tcs.com

Registered Office : Nimral Building, 9th Floor, Nariman Point, Mumbai - 400 061

Corporate Identification Number (CIN): L22210MH1995PLC084783

Page | 1

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date:16-Sep-2021

Vijirouthu Mounika  
C10117528

21-189/1, batchu pet ,R.K mess back side,Machilipatnam

8688077684

Dear Vijirouthu Mounika,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

*V. Mounika*  
candidate's Signature





July 27, 2021

HRD/31/21-22/1002133073

Ms. Pujitha Vikkurthi

Candidate ID: 1002133073

17/335-7A, Mandapadu

Adharsha Nagar

Gudivada- 521 301

Gudivada

India

Ph: (91) 91779 80095

Dear Pujitha,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

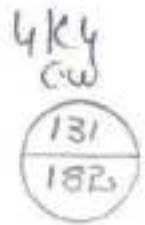
Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO****EVP and Head Human Resources – Infosys Limited**



Ref: TCSL/DT20195544024/1599545/Chennai  
Date: 25 October 2021

MR. MOHAN VAMSI VURA  
6-27/2, Near Kranti School Kalidindi Center,  
Kalidindi, Kalidindi,  
Andhra Pradesh-521344,  
Tel# 917386531112

**Sub: Joining Letter**

Dear Mr. Mohan Vamsi Vura,

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 November 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Poongud Park, Technopark Campus, Kananakulam P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629600, Fax: +91 471 6529499, Website : www.tcs.com  
Registered Office : Karmal Building, 8th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210KA1999PLC084781





Roll no: 17481AD4K5

28-Apr-2021

Dear Narendra Kumar Yarra,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudlavalluru Engineering College, Gudlavalluru

Candidate ID – 15017754

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.





Welcome to Wipro

Inbox

careers@wipro.com 20/12/2021  
to me




**Human Resources Shared Services: Updates**

**IMPORTANT: DO NOT share your employee details or the default password with anyone before transferring your personal mail. This email is confidential.**

Dear Team,

Congratulations and welcome to the team in India. We are committed to provide you a great working experience.

Your employee ID is 20077777 and date of joining is November 25, 2021.

As a part of your onboarding, we request you to log on to the Wipro Internal as a Employee. Please follow the steps steps to successfully log in and access e-mail with the Wipro mail.

**A. External login procedure:**

If you are, you will be able to use Wipro Internal mail once external login is completed. Here are the steps to follow:

1. Go to <https://wipro.com> and click on the link to log on to Wipro Internal as a Employee.
2. Click on Wipro Internal as a Employee.
3. Enter your Wipro ID (e.g. 20077777) and click on the link to log on to Wipro Internal as a Employee.
4. Enter your Wipro ID (e.g. 20077777) and click on the link to log on to Wipro Internal as a Employee.
5. Enter your Wipro ID (e.g. 20077777) and click on the link to log on to Wipro Internal as a Employee.
6. Enter your Wipro ID (e.g. 20077777) and click on the link to log on to Wipro Internal as a Employee.
7. Enter your Wipro ID (e.g. 20077777) and click on the link to log on to Wipro Internal as a Employee.
8. Enter your Wipro ID (e.g. 20077777) and click on the link to log on to Wipro Internal as a Employee.

**B. Internal login procedure:**

1. Log on to the Wipro Internal as a Employee.
2. You will be prompted to log on to Wipro Internal as a Employee.
3. Log on to the Wipro Internal as a Employee.
4. You will be prompted to log on to Wipro Internal as a Employee.





## APPOINTMENT LETTER

November 26, 2021

Dear Yekula Bhavani,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:

Application Development Associate  
**Phone Number** +91 70750 01212 (Mobile)  
**Email Address** yelchuri.sai.sunith@accenture.com  
**Location** Hyderabad - HDC3A



Bikram Singh  
Manager

**People Lead** Dharmalingam Chandrakumar

## Professional Profile

### Job Details

#### Job Details

Supervisory Organization Accenture (Julie Sweet) >> NA-SFBG-P3-01 (Bikram Singh)  
 Job Application Development Associate  
 Business Title Application Development Associate  
 Job Profile Application Development Associate  
 Job Family Software Engineering > Application Development  
 Management Level 12-Associate  
 Time Type Full time  
 Location Hyderabad - HDC3A

### Contact Information - Public

**Phone** +91 70750 01212 (Mobile)  
**Email** yelchun.sai.sunith@accenture.com

### Work Address

SEZ ITIES, Bldg 6 (S Twr) F4-7.8&15  
 Bldg 7, Chandra 601, Rajurvy, RangaRody, Dt  
 Hyderabad- 500032  
 Telangana  
 India

427

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**accenture**

Strictly Private and Confidential

Date: 07-Jul-2021

Yelchuri Bindu Naga Venkata Sai Suneela  
C9727844

D.No: 27/186-2, Back of Bala Sai Degree College, Patharamannapet, Machilipatnam, Krishna District, Andhra Pradesh, pin code: 521001  
7075001212

Dear Yelchuri Bindu Naga Venkata Sai Suneela,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group - Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 80% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 80% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, And MIDC, Thane - Belapur Road,  
Navi Mumbai 400608, Maharashtra, India  
Tel: +91 22 2144 4263 | Fax: +91 22 2141 2121  
www.capgemini.com/in/en

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**Superset ID: 255873**

### **Letter of Intent ("LOI")**

Dear Pravallika Vatte,

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 LoI, 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

17-4K8  
(C.W)



Capgemini Technology Services India Limited  
(Formerly known as: IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Delpur Road,  
Navi Mumbai 7 400705, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
www.capgemini.com/in/en

Superset ID: 255873

### Letter of Intent ("LOI")

Dear Pravalika Varte,

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.

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



17-4LP (C.W)



22-Mar-2021

Dear Venkata Sairam Paka,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID - 15017252

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. 450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Mays Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

## Compensation and Benefits

Name: Venkata Sairam Paka

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution; PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

1:20 PM

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137
182



## Welcome to Wipro

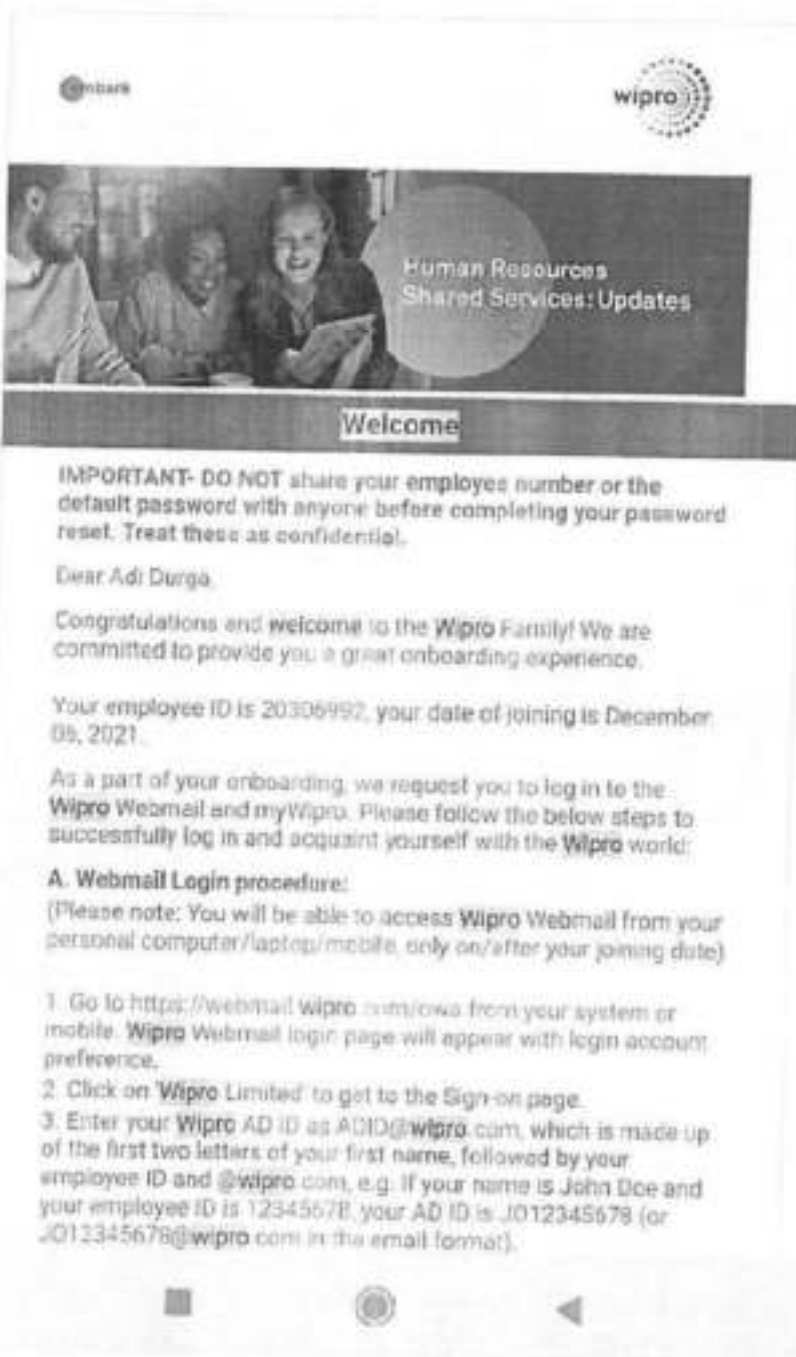
Inbox



careers@wipro... 7/12/2021



to me, adi.sravanthi





Ref: TCSL/DT20206892840/1692405/Lucknow

Date: 04 January 2022

MR. THIRUMALA REDDY KATARI  
2-73,Venkatapuram Venkatapuram,  
Venkatapuram, Addanki Venkatapuram,  
Andhra Pradesh-523201.  
Tel# 918367740322

**Sub: Joining Letter**

Dear Mr. Thirumala Roddy Katari,

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 **27th January 2022**, your joining location is **Mumbai**, work location is **Mumbai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

# Accenture Check-in process completion

Inbox

17-4L4



Onboarding.DOC.ASE@... 4 Sep  
to me, Onboarding.DOC.ASE ✓



Hi Syam Sundar Madabathula,  
Greetings!

Thank you for completing the check-in process.  
A very warm welcome to Accenture!

Hope you are excited about your new career journey with  
Accenture effective 03-Sep-2021.

Regards,  
Accenture Onboarding Team



accenture

## Accelerate the career of your dreams



To,

Name : Syam Sundar Madabathula

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Syam Sundar Madabathula,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
    - Post onboarding/joining Accenture, and after the induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
    - On successful completion of the program and clearance of the Technology fundamental



4LS  
C-W  
140  
182

Ref: TCSL/CT20192725385/1421838/Hyderabad  
Date: 02 July 2021

MR. REVAN CHAKKA  
Opposite Shree Rama Heights Apartments Back Side Of Apsrtc Depo,  
Shree Rama Heights, Jangareddygudem,  
Andhra Pradesh-534447,  
Tel# 917036381500

**Sub: Joining Letter**

Dear Mr. Revan Chakka,

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 **05th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Pasega Park, Technopark Campus, Saranathu P.O., Thiruvananthapuram - 695 561, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nivala Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781

Page | 1





17-4LS  
(C.W)

Ref: TCSL/CT20192725385/1421838/Hyderabad  
Date: 02 July 2021

MR. REVAN CHAKKA

Opposite Shree Rama Heights Apartments Back Side Of Apsrtc Depo,  
Shree Rama Heights, Jangareddygudem,  
Andhra Pradesh-534447.  
Tel# 917036381500

**Sub: Joining Letter**

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Private and Confidential

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Karuvattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 20th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCOB4781

Page | 1



## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000**. Your incentive will be given along with your salary, provided you:

- Join the organization on the specified date.
- Serve Minimum tenure (12 months from the date of joining) with the organization.

### Note :

- If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.
- Readiness incentive will not be given if a request for re-joining is initiated by you.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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,

**Janardhan S**  
Global Head - Talent Development



Click here or use a QR code scanner from your mobile to validate the joining letter.





## Welcome to Cognizant!

1 message

<HumanResources@cognizant.com>  
To: b.kishore1729@gmail.com

Thu, 7 Oct, 2021 at 9:06 pm

*[PLEASE DO NOT REPLY TO THIS E-MAIL. This is an auto-generated email from Cognizant's PeopleSoft Application.]*

Hi,

Your Associate ID - 2069599 (also known as Employee ID, Network ID, or User ID) has been generated.

You will receive an e-mail on your date of joining from the authorized Cognizant helpdesk team CFBCompliance, to set-up your network credentials. In case you have any difficulties following the guidelines in the email, please contact the helpdesk team via phone: India & Asia-Pacific: 1-800-572-0473; USA & Canada: 1-866-822-2024, Europe: 0-800-678-1616, or write to [Passwordreset@cognizant.com](mailto:Passwordreset@cognizant.com)

**Login to Cognizant Email:** Once you retrieve your network password, please login to Cognizant mail (<https://mail.cognizant.com>) to review additional next steps which need to be completed. You will need to use the prefix cts\ before your Associate ID (i.e. cts\2069599) when logging into Cognizant mail.

Kindly download your copy of PF Nomination form (Form 2), Gratuity Nomination form (Form F), other applicable Statutory forms and Pre-joining forms that has been submitted as part of Onboarding Cognizant Technology Solutions India Private Limited and its India legal entities.

Please note that no further changes can be made to your forms in Pre-joining section and access to the OneC Onboarding app will be revoked in 6 months from your Date of Joining. Please navigate to the Pre-joining section in Onboarding app by [clicking here](#) to download your copy of the submitted forms.

We request you to update your Nomination forms on periodical basis / at the time of life event changes in the Beneficiary Nomination Center (BNC) app by [clicking here](#)

Thank You,  
Cognizant Human Resources

This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored. This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.



22-Mar-2021

Dear Kishore Badiga,  
B.Tech/B.E., Electronics and Communication Engineering  
Gudlavalluru Engineering College, Gudlavalluru

Candidate ID - 15017384

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

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a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

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### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**



17-428

143  
182

Date: 19<sup>th</sup> of April 2021  
Name: MOHAMMED FAIZAN  
Roll Number: 17481A0418

Sub: Letter of Intent

Dear MOHAMMED FAIZAN

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

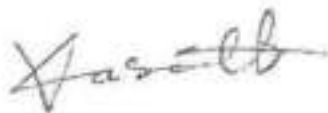
You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042

Tel : +91-44-4206 2020 www.allsec.in

Corporate Identity Number : U22300TN3989PLC001113, Email : hr@allsec.in



July 29, 2021

Dear Musunuru Preethi Sailaja,

Welcome to Wipro!

We hope you are safe amidst the prevailing COVID-19 pandemic in the country. We are glad to have you on-board and join our Wipro Family. You will soon be connecting with your managers and working on your respective projects to build a bolder tomorrow.

We are aware that some of you are yet to complete your final semester examinations and thus as a welcome gesture, we have introduced 2 weeks of paid exam leave for all whose examinations will get scheduled in due course of time. The employee must inform their manager and Campus Team and will be required to submit the exam admit card which should include the start and end date of the exam.

Please Note:

- The additional 2 weeks paid leaves are only applicable for those who have not completed their final semester exam
- It is mandatory to submit the required documents

We wish you the very best for your final exams in advance!

Yours sincerely,  
For Wipro Limited,

Aparna Shallen  
General Manager - Human Resources

Registered Office:

Wipro Limited  
Ceddisilam/S  
Sarjapur Road  
Bengaluru 560 035  
India  
T : +91 (80) 2844 0211  
F : +91 (80) 2844 0254  
E : info@wipro.com  
W : wipro.com  
C : LL32102KA1940PLC020900

20669165

## APPOINTMENT LETTER

June 2, 2021

Dear Musunuru Preethi Sallaja,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

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## 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

## 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

## 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

#### 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

#### 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

#### 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

#### 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

#### 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.

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d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 80% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

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

#### 10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### 11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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## 12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,  
For Wipro Limited,

**Aparna Shallen**  
General Manager - Human Resources

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

I shall be reporting for duty on \_\_/\_\_/\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_/\_\_/\_\_

Place: \_\_\_\_\_

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## ANNEXURE I

### DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name: \_\_\_\_\_

Date: \_\_/\_\_/\_\_

Signature: .....

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## Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the 'Company') internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as 'UPSI') about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [polyclearinghouse@wipro.com](mailto:polyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
  - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c) Unauthorized disclosure or communication of UPSI.
  - d) Procuring any UPSI from others.
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [polyclearinghouse@wipro.com](mailto:polyclearinghouse@wipro.com)

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## ANNEXURE II

### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I \_\_\_\_\_, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes: \_\_\_\_\_

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

Name: \_\_\_\_\_

Date:    /    /   

Signature \_\_\_\_\_

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**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name:** Musunuru Preethi Sailaja

**Career Group:** TRB – II

**Position :** Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date:   /  /  

Signature:.....

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#### **ANNEXURE – IV**

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

**Name:**

**Date:** \_\_\_\_/\_\_\_\_/\_\_\_\_

**Signature:**.....

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## ANNEXURE – V

### Variable Pay - A BRIEF OVERVIEW

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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## SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

### Basic, Additional Allowance and Bonus:

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

### House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

### Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is a basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

#### 1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

#### 2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exemption up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

#### 3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

#### 4. Education Allowance:

An amount of Rs. 100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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#### 5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

#### Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. National sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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### Travel, Accommodation, Food & Other Miscellaneous Expenses

#### Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

#### Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro->My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

#### Registered Office:

Wipro Limited  
Doddaballapur  
Sarjapur Road  
Bangalore 560 095  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC029600



## **SUMMARY - SOCIAL SECURITY & OTHER BENEFITS\***

### **Medical**

1. **Medical Assistance Program (MAS)\*\***: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim**: 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.  
If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.  
  
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.
3. **Annual Health check**: Company paid Annual health check-up program is available for employees above 40 years of age.

#### **Registered Office:**

**Wipro Limited** T : +91 (80) 2844 0011  
Doddaballapur F : +91 (80) 2844 0054  
Sarjapur Road E : info@wipro.com  
Bengaluru 560 085 W : wipro.com  
India C : L321029A1942PLC020000

Page 17

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#### Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific pre-defined pension Accrual rate.

#### Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal instalments.

Contingency Loan: An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal instalments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

#### Registered Office:

Wipro Limited  
Ondokanelli  
Sanjay Road  
Bangalore 560 025  
India  
T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : [info@wipro.com](mailto:info@wipro.com)  
W : [wipro.com](http://wipro.com)  
C : L32102NA1945PLC020900



## 1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 1. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary slip of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bangalore 560 035  
India  
T : +91 (0) 2044 0011  
F : +91 (0) 2044 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102RA1945PLC000800



3/11/22, 11:07 AM

Gmail - Accenture Check-in process completion

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C.W



Chakravarthi Sangoju <chakravarthi.chess@gmail.com>

## Accenture Check-in process completion

1 message

Onboarding.DOC.ASE@accenture.com <Onboarding.DOC.ASE@accenture.com>  
To: chakravarthi.chess@gmail.com  
Cc: Onboarding.DOC.ASE@accenture.com

Fri, Sep 3, 2021 at 10:24 PM



**Hi Chakravarthi Sangoju,**

**Greetings!**

**Thank you for completing the check-in process. A very warm welcome to Accenture!**

Hope you are excited about your new career journey with Accenture effective **03-Sep-2021**.

Regards,  
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received this email in error, please notify the sender immediately and delete the original. Any other use of the email by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content, reply to be scanned by our systems for the purposes of information security and enforcement of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at <https://www.accenture.com/us-en/privacy-policy>.

# Accenture Check-in process completion ➤ Inbox

17-4M1  
(C.W)



Onboarding.DOC.ASE@acc... 3 Sep  
to me, Onboarding.DOC.ASE ✓



Hi Chakravarthi Sangoju,

Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,  
Accenture Onboarding Team

17481A04M1  
9154243111.

accenture

**Accelerate  
the career of  
your dreams**



To,

Name : Chakravarthi Sangoju

**Re: Important information post your clearance of the Interview process during the Campus Visit**

Dear Chakravarthi Sangoju,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals-Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement.

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"



## Welcome Aboard !

1 message

B, Manasa K <manasa.b@atos.net>

To: terakavya2000@gmail.com <terakavya2000@gmail.com>

Thu, 28 Oct 2021 at 17:35

Dear Tera kavya,

Welcome to Atos Paladion!

We are delighted to have you onboard and trust this opportunity really excites you.

Please find your employment details.

Sl. No	Details		
1	Employee Id	60006895	
2	Designation	Junior associate	
3	Reporting Manager	Ravikant Rao	

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17-4m5  
☆ (C.W)

Onboarding.DOC.ASE@... 3 Sep  
to me, Onboarding.DOC.ASE ✓



Regards,  
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by law, we assume no liability for the content or accuracy of this e-mail or for any consequences arising from its use.





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LoI



To,

Name : Kondala Kuladeep

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Kondala Kuladeep,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

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- On successful completion of the program and clearance of the Technology fundamental



assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

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- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - Application Development Associate
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- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement.

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

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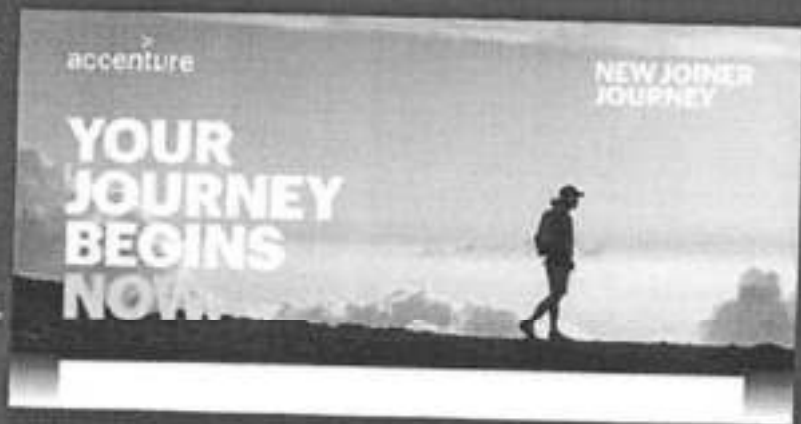
# Welcome To Accenture



Inbox



emailservice@a... 8/6/2021  
to me ▾



Hi Lakshmi Prasanna Loya,  
Congratulations on your decision to join  
Accenture! We are very excited to have  
you join our team!

Your official start date might be days or even weeks away, but  
you do not have to wait to begin your journey with Accenture.  
You can get started right now.

Start by exploring Countdown to Accenture your personalized  
guide to learn what you can expect from your Accenture career.

Login using your personal email address as the username. If  
this is your first time logging into Accenture, or if you have  
forgotten your password, select the "Forgot Password" link and  
follow the instructions.

If you have any trouble viewing this invitation or accessing the  
link above, please visit the Frequently Asked Questions page.

**BE YOURSELF,  
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:02-Aug-2021

Lakshmi Prasanna Loya  
C98443761-456 near pragathi, Gandhikshetram, Avanigadda, Krishna District, Andhra Pradesh-521121  
6303414939

Dear Lakshmi Prasanna Loya,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions.

**Job Profile - Application Development Associate****Management Level - 12****Job Family Group- Software Engineering**

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version: 2.1 (Feb 2021)

1

candidate's Signature

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

\* Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

\*As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.



Ref: TCSL/DT20218899743/1674845/Mumbai  
Date: 03 December 2021

MS. SAILAJA VARRE  
5-232 Edupugallu,  
Bc-Colony, Vijayawada,  
Andhra Pradesh-521151.  
Tel# 919121398669

**Sub: Joining Letter**

Dear Ms. Sailaja Varre,

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 **13th December 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peppol Park, Technopark Campus, Kottuvattom P.O., Thiruvananthapuram - 695 981, Kerala, India

Telephone : +91 471 6639400, Fax : +91 471 6639409, Website : www.tcs.com

Registered Office : Nimai Building, 9th Floor, Nariman Point, Mumbai - 400 021

Corporate Identification Number (CIN): L22210MH1995PLC040201





Ref: TCSL/DT20219268559/1735544/Lucknow

Date: 26 January 2022

MR. VENKATESWARLU THUMMALA  
2-6 Main Road,  
Pamidipadu, Guntur,  
Andhra Pradesh-522660.  
Tel# 919502823440

**Sub: Joining Letter**

Dear Mr. Venkateswarlu Thummala,

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 **17th February 2022**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Propul Park, Technopark Campus, Karuvattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22230MH1995PLC084781

Page | 1



4 No  
C.W  
152  
182

**EMPLOYMENT CONTRACT**

**EMPLOYER**

Syntel Software LLP (hereinafter referred to as the "Company", "We" or "Our") having its Registered Office at Syntel Software LLP, Unit No. 112, SDF IV, SEEPZ, Andheri (E), Mumbai, Maharashtra, PIN -400098, a member of Atos|Syntel group of companies.

**EMPLOYEE**

Nagulapati Anjaneyulu (hereinafter referred to as "You" or "Your") permanently residing at 3/34 Brahmani Gari Gudi Daggar, Chinnabazar, Jangalapalle Nuzendla Md, GUNTUR DISTRICT, Andhra Pradesh, VINUKONDA, Andhra Pradesh, PIN-522647.

- |                                      |   |                      |
|--------------------------------------|---|----------------------|
| 1. Date of Joining                   | : | 11/10/2021           |
| 2. Reporting Time on Date of Joining | : | 10:00am              |
| 3. Job Title                         | : | Associate Consultant |
| 4. GCM Level                         | : | GCM 1                |
| 5. Location                          | : | Tirunelveli office   |

You shall be governed by the following Terms and Conditions of Service during the employment with the Company, and these Terms and Conditions will be subject to amendments from time to time. These Terms and conditions of this Employment Contract, any other agreement signed with the Company or with any member of Atos|Syntel group of companies and any other Policies and guidelines that are provided by the Company in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, Policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications by the Company shall all be termed as "Terms of Employment" and you shall abide by the same at all times during the term of employment and beyond to the extent such terms survive the employment term.

**Terms and Conditions**

**1 Statement of Facts**

The appointment is being made based on your application and in reliance of the contents of your resume and other information provided by you during the course of interview and mutual discussions. Any misleading, incorrect or fraudulent information provided by you, shall result in termination of employment forthwith at the sole discretion of the Company and you shall be liable to fully indemnify the Company for any losses suffered by the Company in this regard which shall be without prejudice and in addition to any other action/legal proceeding that the Company may take against you.

**2 Work Related**

- 2.1 You will devote your full time and attention to the duties assigned by the Company and shall not undertake any direct/ indirect business/ work/ assignment etc. whether full or part time and whether for any consideration or not, during the term of your employment (including any Notice Period "Period of Notice" is defined in Section 16) without the prior written permission of the Company.
- 2.2 You will use your best efforts in the performance of employment duties assigned from time to time and at all times, acting in good faith with honesty and integrity and in the best interests

*N. Anjaneyulu*

*The contents of this document are company privileged, and strictly confidential*



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C.W

# Accenture Check-in process completion

Inbox



Onboarding.DO... 15/08/2021

to me, Onboarding.DOC... ▾



Hi Samyuktha Chowdary Katragadda,  
Greetings!

Thank you for completing the check-in process.  
A very warm welcome to Accenture!

Hope you are excited about your new career journey with  
Accenture effective 16-Aug-2021.

Regards,  
Accenture Onboarding Team

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date: 14-Jun-2021

**Samyuktha Chowdary Katragadda**  
**C9627591**

9-118a, Gandhi Nagar, Medarametla, Andhra Pradesh, 523212

9182139456

Dear Samyuktha Chowdary Katragadda,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

**Pre-Onboard Learning Module:** To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurele

Senior Managing Director

Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[ Insert full legal name]

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.



(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below;

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

**Note: For International Worker Only\***

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy;

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay-month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.



Ref: TCSL/CT20213808186/1704181/Lucknow  
Date: 22 December 2021

MR. INDLA NAGENDRABABU  
1-75 Thummagunta Village,  
Thummagunta Village, Kanigiri,  
Andhrapradesh-523230.  
Tel# 917997651255

**Sub: Joining Letter**

Dear Mr. Indla Nagendrababu,

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 **30th December 2021**, your joining location is **Kolkata**, work location is **Kolkata** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd.  
Peepul Park, Technopark Campus, Karolbagh Road, Thirumangaludiapuram - 605 001, Chennai, India  
Telephone : +91 471 6639400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nand Building, 9th Floor, Narayan Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22230MH1995PLC054221

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Ref: TCSL/CT20203087349/1422567/Hyderabad

Date: 06 July 2021

MR. ASHOKACHAKRAVARTHY KOLLURI  
2-53 null,  
Nekunampuram, Voletivaripalem Mandal,  
Andhra Pradesh-523113.  
Tel# 917036910804

**Sub: Joining Letter**

Dear Mr. Ashokachakravarthi Kolluri,

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 **12th August 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Karisavathan P.O., Thiruvananthapuram - 695 021, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22230MH1995PLC084781

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View Worker: Vyshnavi Annabathula

Application Development Associate  
Phone Number +91 79954 76525 (Mobile)  
Email Address vyshnavi.annabathula@accenture.com  
Location Hyderabad - HDC3B



Vivek K. Jha  
Manager  
People Lead Nikita Thanawala

## Professional Profile

### Job Details

#### Job Details

Supervisory Organization	Accenture (Julie Sweet) >> NASEBSA01 (Vivek K. Jha)
Job	Application Development Associate
Business Title	Application Development Associate
Job Profile	Application Development Associate
Job Family	Software Engineering > Application Development
Management Level	12-Associate
Time Type	Full time
Location	Hyderabad - HDC3B

### Contact Information - Public

Phone	+91 79954 76525 (Mobile)
Email	vyshnavi.annabathula@accenture.com

### Work Address

SEZ, IT/ITES, Bldg (S Twr) Flr 7, 8&15  
Bldg 7, Orion 66/1, Raidurg V, Rangareddy  
Hyderabad- 500032  
Telangana  
India



1848580401



## Completed: "HCL Joining Documents" Inbox



HCL TECH LTD. Yesterday  
to me ▾



Onboard

HCL



### All parties finished HCL Joining Documents

The agreement is completed  
between:

- HCL TECH LTD. ✓
- D GopiraJu ✓
- M. Manasa and 1 more

HCL





Employee Name	Dokku Gopi Raju
Employee SAP ID	52061429
Employee Band	E1
Employee Designation	Junior Tester
Employee Project/LOB	ERS-CET-PTS-Tech Skills
Employee Reporting Location	VijayawadaSEZ-U2-Gannavaram Mandal-Twr 1
Reporting Manager Name & Employee Code	DEEPA RAMU (51393880)
Reporting Manager Contact number	9094081370
Reporting Manager Email ID	DEEPARAMU@HCL.COM
Recruiter Name & Employee Code	Sathish Kumar Sampath (51358929)
Recruiter Contact number	9629541641
Recruiter Email ID	SATHISH-KS@HCL.COM

September 8, 2021

Dear Prathusha Jogi,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,



Trivikram Potluri  
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

JOGI PRATHUSHA

J. Prathusha

9-9-2021

Printed Name

Signature

Date

**MosChip Technologies Limited**

7th Floor, "My Home" Tower

Hyderabad Knowledge City, Hyderabad - 500061, Telangana, INDIA.  
Tel.: +91 40 6622 9392; Fax: +91 40 6622 9392 [www.moschip.com](http://www.moschip.com)  
ISO 9001:2015 | CIN: L31109TG1948PLC052184



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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206748085/Delhi**  
**Date: 29/11/2021**

Mr. Naveen Kumar Kathika  
3-176Vro Office Road,  
Chopaarametia,  
Vijayawada-521211,  
Andhra Pradesh.  
Tel# -8985804226

Dear Naveen Kumar Kathika,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

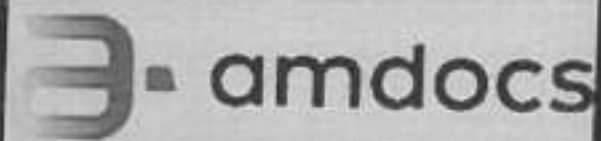
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20206748085**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India  
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Career Service Line: 1800 209 2111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Dear Lukka,

**Welcome** to Amdocs!

We are committed to ensure your first days in the company are filled with welcoming experiences.

Here are some references to information that will help you get to know Amdocs better:

- Engage: Visit your "New Employee" homepage in Amdocs HR system where you will find important information regarding your onboarding and learning plans
- **Welcome** to Amdocs Learning Program: Broaden your knowledge and understanding of Amdocs' business and organizational aspects, by taking this self-learning program
- IT Guide: Use **this guide** to find various services, tools and IT support
- Please [click here](#) to access various portals which contain some useful information

Also, please review the documentation attached to this email for additional information.

Feel free to reach out with any questions you may have.

**Good luck!**

HR Employee Services - India

HRPSIndiaPune@amdocs.com

**Terms & Conditions of Employment Agreement**Name of the Joiner: MALLAVOLU MANASALocation: BengaluruDate: 18-Jan-2022

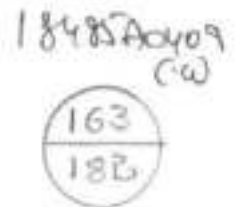
Appointment Ref. No. \_\_\_\_\_

Please read through this document carefully, sign at the end and hand this over along with your other joining papers. This is necessary and forms part of your joining papers.

**Agreement to Terms & Conditions of Employment**

1. You are required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If you are found guilty at any point of time of moral turpitude or of dishonesty in dealing with the company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding other terms and conditions mentioned in this letter.
2. If during the period of your service, the Management comes to the conclusion that you have committed any misconduct, you may be dismissed from service as per the rules of the company with immediate effect, notwithstanding anything else mentioned in this letter.
3. You are required not to engage yourself in any other gainful or commercial employment, business or activity part-time or full-time, directly, indirectly or simultaneously as long as you are employed with HCL Technologies India Pvt. Ltd. or engage yourself directly or indirectly in any other profitable business connected with the dealings or activities of the company in any way. Any action to the contrary would render your services liable for termination notwithstanding any other conditions in this letter.
4. You are required to maintain the secrecy of, and not to divulge or communicate in any manner, any information regarding your remuneration to any other employee of the Company except to your immediate superior.
5. Your appointment and its continuance is subject to your being certified physically and mentally fit by a qualified registered medical practitioner (RMP) nominated by the Company. The opinion of the RMP nominated by the company shall be final & binding on the parties.

*Shilpa Agarwal***AUTHORISED SIGNATORY**Name: MALLAVOLU MANASADate: 18-Jan-2022Signature: *M. Manasa*



Ref: TCSL/DT20206519183/1436807/Hyderabad

Date: 14 July 2021

MS. DEEPA SRI MUTYALA  
Dr-No:2-2 Main Street,  
Near Ramalayam, Gummileru,  
Andhra Pradesh-533232.  
Tel# 919492488555

**Sub: Joining Letter**

Dear Ms. Deepa Sri Mutyala,

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 **29th July 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Karuvattam P.O., Thiruvananthapuram - 895 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629429, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781

Page | 1





18-5-409.

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20206519183/Hyderabad**  
**Date: 11/01/2021**

Ms. Deepa Sri Mutyala  
Dr.No:2-2Main Street,  
Near Ramalayam,  
Gummileru-533232,  
Andhra Pradesh.  
Tel# 91-8328694235

Dear Deepa Sri Mutyala,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20206519183**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, 100-1 Software Units, Landmark: Madhuvan, Hyderabad-500 048 India

Tel: 91-40-6667 2000 Fax: 91-40-6667 4222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nandan Building, 9th Floor, Nandanam Place, Nandanam, Chennai-600 027

TCS Careers Service: 1800 294 3113 Email: [careers@tcs.com](mailto:careers@tcs.com)



10:54

VoIP  
4G LTE

18485A0410

CW

164  
182



Welcome to amdocs

Inbox



Amdocs Onboarding 23/09/2021

to me



Dear SASI,

Welcome to Amdocs!

We are committed to ensure your first days in the company are filled with welcoming experiences.

Here are some references to information that will help you get to know Amdocs better:

- Engage: Visit your "New Employee" homepage in Amdocs HR system where you will find important information regarding your onboarding and learning plans
- Welcome to Amdocs Learning Program: Broaden your knowledge and understanding of Amdocs' business and organizational aspects, by taking this self-learning program
- IT Guide: Use this guide to find various services, tools and IT support
- Please [click here](#) to access various portals which contain some useful information

Also, please review the documentation attached to this email for additional information.

Feel free to reach out with any questions you may have.

Good luck!



## **APPOINTMENT LETTER**

September 11, 2021

Dear PADARTHI YASASWINI,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other



## APPOINTMENT LETTER

To,

Date: 12/01/2022

Vasi Stanes Dany,  
4-48, Harijanawada Chinnagonouru Village,  
Gudlalleru(MD), Krishna(Dist),  
Andhra Pradesh-521329.

Dear Mr. Vasi Stanes Dany,

With reference to the discussions you had with us recently, we are pleased to appoint you as **"Junior Component Engineer"** in M/s. **iLenSys Technologies Pvt Ltd** effective from **17<sup>th</sup> January 2022**. We are happy to have you join our team and look forward to a long and mutually beneficial association with you.

Your targeted annual gross compensation is **INR 2,50,000/- (Rupees Two Lakh Fifty Thousand Only)** and will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are as below. Salary payable on monthly basis.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

This offer comes with a commitment of 1 year and the commitment amount is INR 50000/- In case if you wish to leave our organization before 16<sup>th</sup> January 2023 this amount will be recovered from your full and final settlement.

18-S-417  
(C.W)



## Temenos Offer

August 29, 2021 (MM/DD/YYYY)

Dear DHAUSH SAI SANKAR CHIMAKURTHI  
Yanamadala(post)  
Parthipadu(mandal), Guntur (district)

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1.Position: Software Engineer

2.Band: A

3.Job Family: Technical

4.Department: Development-product

5.Reporting to: Priya Sugandh

6.Job Description: Roles & Responsibilities:

Perform coding activity for assigned tasks using the guidance of the technical specification document or defect analysis document.

Write reliable, efficient and well documented code conforming to the programming standards.

Perform unit testing for coding performed taking a guidance from the test plan to test basic scenarios.

Update the help text and other documentation based on the changes specified in any given enhancement.

Use appropriate source control tools and recommended IDEs to perform coding tasks.

Ensure that development tasks are completed to agreed deadlines.

Communicate fully and regularly to line manager on the status of development tasks.

Show initiative in analyzing and implementing technical/functional specifications, using all TEMENOS documentation and resources available.

Comply with all the published standards within the Product Development Group, the Quality Management Systems (QMS), or within the company.

Contribute and facilitate development and knowledge transfer.

Perform such other duties, functions and services, consistent with status or vocational ability, as may from time to time be required.

7.Date of joining: September 3, 2021 (MM/DD/YYYY)

EmployeeID:-CSB03065

Date:8thDec 2021

Gopu Manikanta  
Choragudi,Pamidimukkala Mandel,Andhrapradesh-521250  
Phone no: 6301557445

Subject - Offer of Appointment

Dear Gopu Manikanta,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on U1 band, operating out of our Vizag office.
2. Your "Annual Total Cash Compensation" will be Rs. 3,60,000 (Indian Rupees Three lakhs sixty thousand only). Please refer Annexure-A for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.
5. You are required to join on **8<sup>th</sup> Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com) latest by **8<sup>th</sup> Dec 2021**.

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail: [Offers@cerium-systems.com](mailto:Offers@cerium-systems.com))
- On boarding logistics / operations, kindly drop a mail to [hr@cerium-systems.com](mailto:hr@cerium-systems.com) (Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,

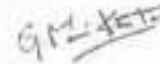


Authorized Signatory

Encl: Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F - Intellectual property Assignment, Annexure-G - General Covenant, Annexure H (Code of Conduct and Ethics), Annexure I (Indemnity Bond with Surety)

Accepted

Date: 08/12/2020



Signature of Candidate:



GOPU MANIKANTA gopumankanta79@gmail.com

LAN ID/Password For GID-(812633)Gopu Manikanta,Date Of Joining :08-Dec-2021

1 message

WELCOME - Welcome To Tech Mahindra (gopumankanta79@gmail.com)  
 To: 0800012633@gopumankanta79@gmail.com, gopumankanta79@gmail.com

8 December 2021 at 05:41



Dear Gopu Manikanta,

Welcome to Tech Mahindra! We look forward to your joining.

Included in this communication is information on how to access the company's internal systems/email in order for you to begin work and complete your onboarding paperwork.

Step 1: Accessing the TechM Network

The attached PDF provides a PDF file which contains your network login credentials (Login ID/Password), same is required for accessing various Tech Mahindra Ltd. IT Systems & Applications over the network.

The PIN to open the PDF file is 6 Digit numeric number which is combination of the year Date of Birth in format Month and Year (MMYYYY).

Example:

DOB - MMYYYY	Example of 6 Digit PIN
December 1976	111976
January 1983	011983
February 2008	022008
October 2000	102000

Step 2: Setting up MFA Multi-Factor Authentication

In order to provide more security to associates and their personal information, the company has implemented a Multi-Factor Authentication.

You will need to visit Tech Mahindra's website and follow the steps in the attached Multi-Factor Authentication Onboarding Guide.

Step 3: Resetting Password

You will need to reset your default password to a more secure one before you start using any Tech Mahindra applications/systems. If you use your one time password for accessing TechM applications, you will be locked out. You would need to reach out to TSM service desk as per instructions in the attached document (TSM Central Service Desk Support (CSO) pdf).

Please follow steps below for first time password reset.

- If you are logging in for the first time outside of a Tech Mahindra office and/or not using a company allocated laptop: You can reset your password by visiting <https://tsm.techmahindra.com/officeportal/updatespassword/>. You will need to enter your email ID, the password included in the credentials PDF, and create a new password. Passwords must include upper/lower case letters, numbers, and special characters.
- If you are logging in for the first time from a Tech Mahindra office and using a company allocated Desktop/Laptop: Log in to your Machine using the newly received password and Press Alt+Fn+Del on your keyboard and click on Change password Option.
- ITT users to reset password only need would not be able to change for next 20 days.  
All users to reset password once need not be able to change for next 24 hrs.  
Last five passwords used cannot be reused while resetting the password.

Once you have changed your default password, you will be able to access the company's internal systems and Outlook (email) after four hours of resetting.

Need Technical Assistance?

For any concerns opening the attached credentials PDF, resetting password, logging in, or setting up your multi-factor authentication you can reach out to TSM Service Desk as per instructions in the attached document (TSM Central Service Desk Support (CSO) pdf).

Associates are not supposed to use any hardware or software on behalf of company for official use. If you need any hardware/software please raise Service Request/Purchase Request.

For any assistance, requesting you to connect with your location SPOC. (Information@techmahindra.com/Document.aspx?docid= Employee\_Matrx-IT\_Operations)

Warm Regards,





3/22/22, 2:35 PM

Gmail - LAN ID:Password For GID-(512633)Gepu Manikanta Date Of Joining :08-Dec-2021

Hi - Welcome to the team.

\*\*\*\*\*  
This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at <http://www.techmahindra.com/Disclaimer.html> externally <http://tm.techmahindra.com/Disclaimer.html> internally within TechMahindra. \*\*\*\*\*

3 attachments

 512633.pdf  
447K Multi-Factor Authentication Onboarding Guide.pdf  
234K TIR Central Service Desk Support (CSD).pdf  
202K



GOPU MANIKANTA &lt;gopumanikanta79@gmail.com&gt;

Welcome to Cerium ( A Tech Mahindra Company)-Gopu Manikanta,(GID: 812633), India,Date Of Joining :08-Dec-2021

1 message

WELCOME «WelcomeToTechM@techmahindra.com»  
 To: GM0812633@techmahindra.com, gopumanikanta79@gmail.com  
 Cc: BA0887743@techmahindra.com

9 December 2021 at 06:41

# Tech Mahindra Cerium

Dear Gopu Manikanta,

We are proud and delighted to have you onboard. You have joined a group that offers abundant opportunities and ample growth prospects and we wish you all the best in your journey ahead!

## Let's get started!

You will soon receive an email with your Network credentials (User ID and password) on your TechM email ID and personal email ID.

Your manager will be your point of contact for your seat allocation Laptop and Project Allocation related matters.

**MUST DO!**

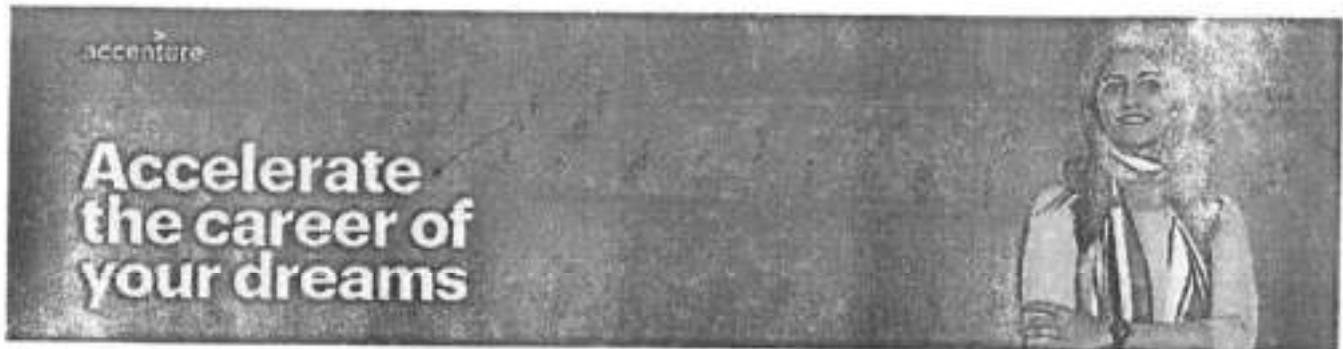
Your HR SPOC will contact you for any mandatory document submission, Induction formalities, payroll and benefits related information.

**MUST KNOW!**

- All policy and procedures are available in Twingo.  
TWINGO (techmahindra.com)
- **Your Salary:** We have a monthly payroll cycle, If you have joined Cerium Systems past the monthly payroll cut-off date then your First Pay will be processed along with the subsequent month's payroll.
- **Issues:** For any issues relating to Leave Management / Personal Information / Payroll, please mail to [helpdesk@cerium-systems.com](mailto:helpdesk@cerium-systems.com)

\*\*\*\*\* Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at <http://www.techmahindra.com/Disclaimer.html> externally <http://tm.techmahindra.com/Disclaimer.html> internally within TechMahindra. \*\*\*\*\*

18-5A-422LOI  
(C.W.)  
Katragadda Pujith Chowda  
18485A0422  
7661083275



To,

Name : Katragadda Chowdary Pujith

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Katragadda Chowdary Pujith,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

Date:05-Aug-2021

Pujith Chowdary Katragadda  
C9858979

7-108 near railway station gudlavalleru  
7661083275

Dear Pujith Chowdary Katragadda,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

**Pre-Onboard Learning Module:** To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.



After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:  
<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zureale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

\* Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

\*As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

**Note: For International Worker Only\***

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.  
Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Welcome Aboard ! Inbox

171  
182



B, Manasa K 28/10/2021

to me ▾



Dear **Ponnapalli Lakshmi Satya Vaishnavi**,

Welcome to **Atos** Paladion!

We are delighted to have you onboard and trust this opportunity really excites you.

Please find your employment details.

**Sl.  
No**

**Details**

1

Employee Id

60006886

2

Designation

Junior associate

3

Reporting  
Manager

Magesh  
Jayasekaran

18485A0432

172  
182**Wipro ADID details**

E-mail message

Akilan Veeraraghavan <akilan.veeraraghavan@wipro.com>  
To: tiskchowtapalk@gmail.com <tiskchowtapalk@gmail.com>

Mon, 21 Feb 2022 at 9:16 pm

Dear Candidate,

Please find the below your Wipro ADID details:

Candidate Full Name	Employee ID	ADID	Official ID	Personal Email Id
Tisk Chowtapalk	20334795	CH20334795	chowtas@tisk@wipro.com	tiskchowtapalk@gmail.com



Internal to Wipro

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. [www.wipro.com](http://www.wipro.com)



1848570.432  
C.W



## Welcome to Wipro | Virtual Onboarding Day – 16th February 2022

3 messages

<manager.campus@wipro.com>  
To: tilakchowtapali@gmail.com

Fri, 11 Feb 2022 at 7:33 pm



## Welcome to Wipro | Virtual Onboarding Day – 16<sup>th</sup> February 2022

Dear Chowtapali Tilak

Resume Number - 22690949

Greetings from Wipro!

September 9, 2021

Dear Ravi Teja Gopiseti,

On behalf of MosChip Technology Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,



Trivikram Potluri  
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

GOPISETTI RAVI TEJA

Printed Name

G. Ravi Teja

Signature

09/09/2021

Date

**Moschip Technologies Limited**

2<sup>nd</sup> Floor, "My Home World"

Hyderabad Knowledge City, Hyderabad - 500001, Telangana, INDIA  
Tel : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com  
ISO 9001:2015 CERTIFIED



## OFFER LETTER

NAME: SAI TEJA NAGAMALLA			
POST: ENGINEER V&V - TRAINEE		Emoluments in Rupees	
S.NO	SALARY HEAD	PER MONTH	PER ANNUM
I	Stipend	18,664.00	
II	Gross Salary	18,664.00	223,968.00
1	*LTC		8,446.50
2	ESI		7,278.96
3	**SSS/EDLI		1,900.00
4	PF 12% COMPANY CONTRIBUTION		21,600.00
5	***Group Gratuity		9,746.00
COST TO COMPANY PER ANNUM			272,939.00
COST TO COMPANY PER MONTH		22,745.00	

### NOTE:

\*From the date of service confirmation you are eligible for Leave Travel Concession, for the remaining block period on proportionate basis(not eligible during probation period)

\*\*SSS-Sampurna Suraksha Scheme- You will be covered with sum assured amount of Rs. 10,00,000 by the company from the date of joining, in case of any unforeseen eventuality, amount will be paid to your nominee

\*\*\* After completion of 5 years of service you are eligible for Group Gratuity

for MEDHA SERVO DRIVES PVT. LTD.,

VIRESH KUMAR  
DY. GENERAL MANAGER - HR



September 9, 2021

Dear Rakesh Pamarthi,

On behalf of MosChip Technology Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri  
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

PAMARTHT. RAKESH  
Printed Name

P. Rakesh  
Signature

09/09/2021  
Date

## Moschip Technologies Limited

7<sup>th</sup> Floor, "My Home Telus" Bldg

Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA  
Tel: +91 40 6622 9292, Fax: +91 40 6622 9393 [www.moschip.com](http://www.moschip.com)  
ISO 9001:2015 CIN:U31509TG1999PLC032184



18485A0442



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203347639/Hyderabad**  
**Date: 11/01/2021**

Mr. Yaswanth Alla  
1-538Rtc Colony,  
Near Government School,  
Gudivada-521301,  
Andhra Pradesh.  
Tel# -

Dear Yaswanth Alla,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20203347639

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

GDC/HR/OFF/2021

October 1, 2021

Mr. Chimata Vamsi

## Subject – Offer of Appointment

Dear Vamsi,

In reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Programmer (DP & Scripting)** in **Grade B1** at our **Hyderabad Office** on the terms and conditions mutually agreed upon. A formal letter of appointment will be issued to you upon your joining and submitting the Employment Form on or before **October 06, 2021**.

You would work remotely until the Global Delivery Centre in India revert to working from office. You will receive an official intimation at least 2 weeks in advance regarding the date and time that you are required to report to office. During remote working, you will be required to have a minimum 50 Mbps speed of Internet connection to ensure virtual training programs are attended without interruption.

We reserve the right to cancel this offer in case of failure to submit your acceptance by this date or subject to non-clearance of background verification as per the company policy.

At the time of joining, please also let us have the following certification:

- Four passport size photographs
- Photocopy of Aadhaar Card (Mandatory)
- Copies of all Education Documents (10<sup>th</sup>, 12<sup>th</sup>, Consolidated Mark Sheets/All Year Mark Sheets/All Semesters Mark Sheets of Graduation/Post Graduation)
- Permanent Address Proof (Issued by Government)
- PAN Card Copy

**NOTE:** Aadhaar card is a mandatory document at the time of joining as per the statutory requirement and without which Provident fund remittance is not allowed. If not available, please apply and get it ready before joining.

We welcome you to Hyderabad and hope to have a mutually happy and successful association with us.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

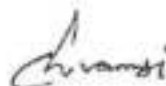
\*\* The offer letter will be superseded by the issuance of the letter of appointment at the commencement of employment, local employment law wherever applicable or a signed contract where appropriate.

Yours Sincerely



Debangshu Sengupta  
Talent Acquisition Leader | South Asia

Encl: CTC Statement (offered)



Signature of Candidate  
(As Acceptance)

18485A0449  
CW  
179  
182

Dear Dinesh,

## Welcome to Acuvate !!

We are extremely privileged to offer you permanent employment with Acuvate Software Pvt. Ltd., effective **04<sup>th</sup> October 2021** as your date of joining with a designation **"Software Engineer - Trainer"** at **Hyderabad**.

We hope that your contribution to the organization will be significantly outstanding and we expect you to perform with a great zeal and enthusiasm to achieve the goals set for you. We are sure that you will prove yourself worthy of the trust and expectation that the organization has bestowed on you.

We request you to confirm the acceptance of the offer within **10 days** by replying to this email and confirming that you have accepted the offer provided.

Please feel free to reach out to us in case you have any questions and we would be happy to answer.

	<b>Human Resources</b>
	<a href="mailto:hr@acuvate.com">hr@acuvate.com</a>
	<a href="mailto:hr@acuvate.com">hr@acuvate.com</a>
	Employee ID: 18485A0449



---

Offer Letter

To,

Date: 12/08/2021

Ms. NUNNA REVATHI  
Gudlavallera Engineering College  
Gudlavallera.

**Subject : Selection as On The Job Trainee**

Dear Candidate,

Congratulations.....!!!

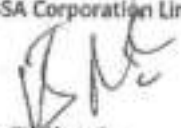
You have been selected in campus drive on 12<sup>th</sup> August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3<sup>rd</sup> week of Aug to 4<sup>th</sup> Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

  
B Ranjith Kumar  
Senior Manager – HR operations

---

**BSA Corporation Limited**

Corporate Office: 18-20, Sukhmani Fortune, Morwadi Road, Pimpri, Pune – 411013  
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:  
www.bsagroup.in



18485A04J3  
C.W



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20207250145/Hyderabad**  
**Date: 11/01/2021**

Ms. Manasa Pedapalli  
1/73 Malleswara Colony Gurudu Mandal Krishna District Andhra Pradesh,  
Near Vinayaka Temple,  
Pedana-521366,  
Andhra Pradesh,  
Tel# 91-9490848842

Dear Manasa Pedapalli,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20207250145**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Normal Building, 3th Floor, Nanamoni Road, Madhapur-500 081

TCS Careers Service: 1 800 209 1111 Email: [careers@tcs.com](mailto:careers@tcs.com)

September 8, 2021

Dear Tirumala Gopi Veeranki,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,



Trivikram Potluri  
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

VEERANKI TIRUMALAGOPU  
Printed Name

V.T. Gopi  
Signature

09-09-2021  
Date

## Moschip Technologies Limited

2<sup>nd</sup> Floor, 'My Home' Tower

Hyderabad, New-India City, Hyderabad - 500081, Telangana, INDIA  
Tel: +91 40 5622 4242 Fax: +91 40 5622 4343 www.moschip.com  
MOBILE: 9848 1014 1014 9848 10141014

July 4, 2021

HRD/3T/1002130124/21-22

Ms. Kavya Sri Achanta

3-39

2Nd Street, Dondapadu Road, Sri Devi Nagar

Gudivada-521301

India

Ph: +91-7981562757

Dear Kavya Sri,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.04 16:04:14 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com

July 4, 2021

HRD/1002130124/21-22

Ms. Kavya Sri Achanta  
3-39  
2Nd Street, Dondapadu Road, Sri Devi Nagar  
Gudivada-521301  
India

Ph: +91-7981562757

Dear Kavya Sri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

**Joining**

Your scheduled date of employment with us will be **19-Jul-2021**.

**Location**

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

**Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

### **Probation and Confirmation**

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Agreement**

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

#### **Training Performance - linked Incentive**

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.





22-Mar-2021

Dear Adapa Deepthi,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017588

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.





22-Mar-2021

Dear Addanki Veena Madhuri,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017629

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.











Date: November 29, 2021  
Ms. Amruthaluri Triveni  
Machilipatnam

17481A0504

## Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP** ("Amdocs") under the terms and conditions provided herein, effective as of **December 02, 2021** ("Start Date").

### 1. Employment Terms: Compensation, Benefits

(a)	<b>Position</b> 	<b>Functional Test Engineer</b>
(b)	<b>Location</b> 	Amdocs offices in <b>Pune</b> , India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c)	<b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR <b>400,000.00 (Four Lakh Rupees Only)</b> gross, divided into the following annual components: 1. Basic salary - INR 180000.00 2. House Rent Allowance - INR 180000.00 3. Provident Fund (employer contribution) - INR 21600.00 4. Leave Travel Allowance - INR 18400.00  <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of <b>July 2022</b> and each year thereafter.</li> </ul>
(d)	<b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	<b>Gratuity</b> 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	<b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus.</li> <li>Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.</li> </ul>
(g)	<b>Annual Vacation</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	<b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.



17481A0505

08-12-2020

Hyderabad

## Internship letter

**Nagamanikanta Amudalapalli**

Dear Nagamanikanta,

It was pleasure interacting with you during our interview process. We believe Technovert will give you a great start for your career journey and groom you into a professional soon.

We are pleased to share this offer of internship at **Technovert Solutions Pvt. Ltd.** to play the role of **Intern**.

- You are required to join us on **09-12-2020** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
- You will be based at our company office located in **Hyderabad**. You will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.
- During internship of **9 months** you will be entitled to receive a stipend of **INR 15,020 per month** (INR 180240 Per annum) calculated as Cost to Company. During this period you would go through a continuous training and assessment. You are required to maintain standards of performance & uphold company's values at all times.
- On successful completion of the **Internship and probation**, you will be eligible for **Fulltime employment**. After your **performance evaluation**, CTC offered will range in between **Rs 4,00,000/- to Rs 5,00,000/-** per annum along with other benefits as per the company policy.
- You will be entitled to leaves and holidays as per the company policy.
- Please confirm your acceptance to this internship letter within two days from the date of receipt of this email.

We welcome you to Technovert and look forward to a long and mutually beneficial association

Monalisa Mohapatra

**Technovert Solutions Pvt Ltd.**



17-505

17-505

## TECHNOVERT SOLUTIONS

Q Search employees or actions (Ex: Apply Leave, Attendance Approvals)

Your Income and tax liability is being computed as per Old income tax regime. To learn more, and switch to New

### Salary Revision Effective Jun 26, 2022 **CURRENT**

✓	REGULAR SALARY	+	OTHER	+	BONUS	=	TOTAL
	INR 7,50,000		INR 5		INR 50,000		INR 8,00,005

REGULAR SALARY INR 7,50,000.00 / Annum Salary breakup

SALARY PER MONTH  
INR 60,700.00

EFFECTIVE FROM  
Jun 26, 2022



22-Mar-2021

Dear Aregela Yoganandam,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017294

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



# Deck 5 Software Inc.

17481A0507

Dated: February 5, 2022

Dear Arimanda Sri Ram Reddy,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum**. This amount also includes all fixed and variable salary components. You are expected to join our company on February 21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

## List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10<sup>th</sup>, 12<sup>th</sup>, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

## Joining Location

Deck5 Software Inc  
B 99, Sector 63, Himayath Nagar  
Hyderabad, Telangana, India

Authorized Signatory

Signature





*Delivering vital solutions  
Mobile | Analytics | Technology*

**Date:** March 02, 2021

**To**  
**Ms. Asma Begum,**  
**Visakhapatnam.**

**Letter of Appointment**

**Dear Ms. Asma Begum,**

Further to our discussion it gives us great pleasure in extending this offer of employment to you to work at **IMomentous Software Pvt Ltd.** As a **Product Integration Engineer I** with effect from date, March 15, 2021. We request you to acknowledge with your acceptance on or before March 06, 2021, failing which this offer expires.

1. Your annual Gross salary will be **Rs.4,04,654** (Four Lakh Four Thousand Six Hundred and Fifty Four Rupees only) per annum all inclusive. Your employment, with us will be governed by Terms & Conditions as detailed in the Employment Agreement in Annexure-A. The breakup of salary would be entitled to HRA and other allowances and company policies as mentioned in Annexure-B.

2. Your place of work will be at Visakhapatnam. However, your services are transferable, and you may be assigned to any location in India or abroad where the company or anyone of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of services of that location.

3. The company will be working 5 days a week, twenty four hours a day. You will be expected to attend office and work-expect travelling on business-assigned to you by your superiors. You will be required to work 5 days a week and your weekly off may not necessarily be on weekends.

4. 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. The aim of this clause is to minimise unnecessary disruption of business.



## APPOINTMENT LETTER

June 2, 2021

Dear Attunuru NAVYA SRI,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054

E : info@wipro.com

W : wipro.com

C : L32102KA1945PLC020800



**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name:** Attunuru NAVYA SRI

**Career Group:** TRB – II

**Position :** Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

**Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011

F : +91 (80) 2844 0054

E : [info@wipro.com](mailto:info@wipro.com)

W : [wipro.com](http://wipro.com)

C : L321029KA1945PLC000800

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17-510 E

## **Offer Letter**

Date:

**Name:** Navya Bade  
**Email:** navyabade07@gmail.com  
**Ph No:** 7675089839

Dear Navya Bade

Further to your application and interview with **Revature**, we accept your application as Trainee in our Organization.

Given hereunder are the terms & conditions of service applicable to you, if you choose to accept this offer. Please convey your acceptance by counter-signing the duplicate of this letter at the spaces indicated and return the same to us.

**Training Period:** Your training is scheduled to start Jul 26, 2021 for a period of three (3) months. During this period, you will receive a stipend of Rs.5,000/- (Rupees Five Thousand Only) per month. Revature expends considerable amount of money for this training. Upon successful completion of your 12-week training and client assessment, at the sole discretion of client and Revature and in accordance with the terms in Training Agreement, you will be offered an employment as **"Software Engineer"** by the Client with the CTC of **INR 5 LPA**.

Signing of Training Agreement & Training NDA is mandatory along with this.

Yours Sincerely,  
For Revature Consultancy Services Private limited

Authorized Signatory

I, \_\_\_\_\_ herein, accept and agree to the above terms and conditions.

OFFER LETTER

1748/AOS11

24<sup>th</sup> July, 2022

Dear Ms. Bale Lasya,

Welcome to Acuvate Innovations Private Limited (Company)

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a Assistant Trainee Engineer with ID **AIPLC0578125** in our organization to be based in Hyderabad.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. You are entitled to a CTC of 58550 per month payable as per Annexure. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. Annexure 1 of the offer letter will be given upon joining of the company. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.

b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.

c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

For Acuvate Innovations Private Limited,



CEO, Acuvate Innovations Private Limited

Acuvate Innovations Private Limited  
"Ratna Paradise", Third Floor, 54, R.P Road, Secunderabad.





**INNOVATION**  
For Your Ideas



**STRICTLY PRIVATE & CONFIDENTIAL**

Date :- 15-09-2021

To

Ms. BANDI RESHITHA

**APPOINTMENT LETTER**

Dear Ms. B RESHITHA,

This has reference to your application and the subsequent discussions you had with us.  
**06-09-2021** on the following terms and conditions:

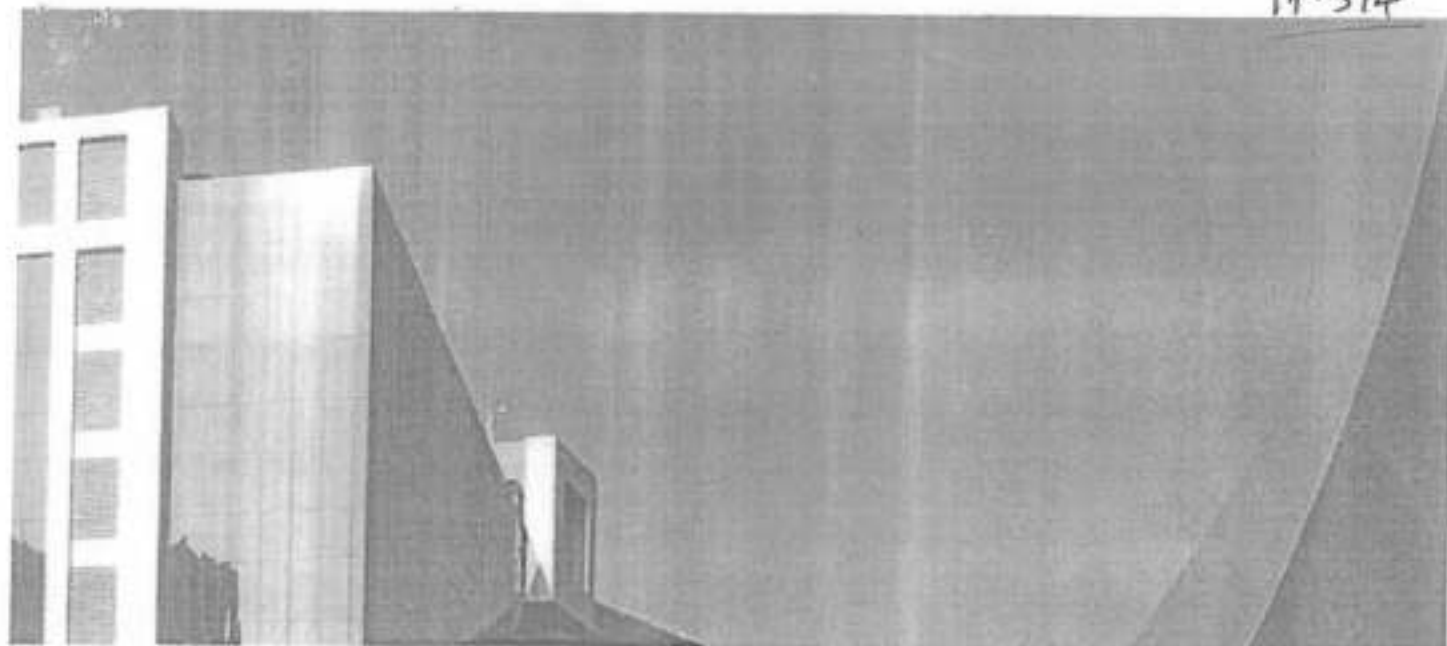
1. **Position:** You are being appointed as "Module Lead".
2. You will initially be based at Visakhapatnam.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.





Dear **Bathili Mahesh**,

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

#### WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:











Date: August 06, 2021  
Mr. Bathili Mahesh  
Andhra Pradesh

## Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP** ("Amdocs") under the terms and conditions provided herein, effective as of **August 12, 2021** ("Start Date").

### 1. Employment Terms: Compensation, Benefits

(a)	<b>Position</b> 	<b>System Analyst</b>
(b)	<b>Location</b> 	Amdocs offices in Pune, India. <ul style="list-style-type: none"> <li>Domestic and international travel may be required, in accordance with Amdocs' business needs.</li> <li>Work location may be changed to facilitate Amdocs' business needs.</li> </ul>
(c)	<b>Annual Total Remuneration (on a Cost to Company basis) gross</b> 	INR 400,000.00 (Four Lakh Rupees Only) gross, divided into the following annual components: 1. Basic salary - INR 180000.00 2. House Rent Allowance - INR 180000.00 3. Provident Fund (employer contribution) - INR 21600.00 4. Leave Travel Allowance - INR 18400.00  <ul style="list-style-type: none"> <li>Payable on a monthly basis, in accordance with Amdocs' payroll practices.</li> <li>Annual discretionary salary review, as of July 2022 and each year thereafter.</li> </ul>
(d)	<b>Statutory Bonus</b> 	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	<b>Gratuity</b> 	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	<b>Annual Bonus</b> 	<ul style="list-style-type: none"> <li>Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus.</li> <li>Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.</li> </ul>
(g)	<b>Annual Vacation</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	<b>Annual Sick Leave</b> 	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

**APPOINTMENT LETTER**

June 2, 2021

Dear **LAKSHMI BHARATHI BATTINA,**

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

**1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

**Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800

**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name:** LAKSHMI BHARATHI BATTINA

**Career Group:** TRB – II

**Position :** Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

**Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800

Letter of Intent

02 June 2021

Bezawada Mohana Sowmya  
Gudlavalleru Engineering College  
VINNAKOTA

Dear Bezawada Mohana Sowmya,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.50 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Prior to joining Hexaware and commencement of your training program, you are required to join the Early Intervention Program (EIP) to be conducted by Hexavarsity and complete it successfully.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your interest in joining Hexaware.

Yours faithfully,  
For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

**Monica Mathur**  
Vice President, Recruitment-India & APAC



17-517

Date: 17-09-2021.

To: Ms. BHAVANAM PREMAJYOTHI

### OFFER OF EMPLOYMENT

Dear Ms. Bhavanam Premajyothi,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of **TECHWARE Solution** as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 25-09-2021

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER





# L V GLOBAL SOLUTIONS

## TO BE KNOWN AS 4I-INNOVATIONS

### OFFER LETTER

Date: 12-10-2021

Place : Hyderabad

To,

Ms. Bheemavarapu Sai Jyothi,

It gives us immense pleasure in inviting you to join **L V GLOBAL SOLUTIONS** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designed as **TECH SUPPORT EXECUTIVE** at our **HYDERABAD, Madhapur** Premises. You will be on probation for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization .

Your salary will be **Rs.2.50 Lakh** per annum.

While welcoming you to **L V GLOBAL SOLUTIONS** we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the company.

As per the policy of the Company, Based on the discussion you need to give 45days notice period to the company. Otherwise you need to pay 4 month salary as penalty. Your joining will be from **22<sup>th</sup> October 2021.**

WELCOME ON BOARD

**LV GLOBAL SOLUTIONS**

Authorized Signatory

Plot NO. 81, Beside Sri Chaitanya Techno School, Sri Swamy Ayyappa Society, Madhapur,  
Hyderabad-500081, Telangana, India. Contact: +91 040 64523424,  
[www.lvglobalsolutions.com](http://www.lvglobalsolutions.com)



**EMPLOYMENT OFFER**

Date: 14 February 2022

Dear Ms. BODDU SMILY,

After your Interview, we are pleased to inform you that you have been selected for the post of **Software Engineer** at our organization with the following terms:

1. Your reporting date is **27<sup>th</sup> March 2021**. Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31 <sup>st</sup> month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. You will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,



Asha P R

Manager- Recruitment



17-521

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184482256/Hyderabad**  
**Date: 31/10/2020**

Ms. Sai Sushma Bolla  
11-5aMallavolu,  
Akumarlaku,  
Vijayawada-521162,  
Andhra Pradesh.  
Tel# 91-9010543739

Dear Sai Sushma Bolla,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20184482256**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Date: 29<sup>th</sup> of April 2021  
Name: BONTHU LALITHA PRIYANKA  
Roll Number: 17481A0522

Sub: Letter of Intent

Dear BONTHU LALITHA PRIYANKA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4294 7020 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PH101033 Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



boppa bhavya &lt;boppabhavya2000@gmail.com&gt;

## Wipro Campus Update\_LOI

1 message

**Campus HR Team** <wipro+email+1dcsb-58166150a4@talent.icims.com>  
 Reply-To: Campus HR Team <wipro+email+1dcsb-58166150a4@talent.icims.com>  
 To: boppabhavya2000@gmail.com

15 June 2021 at 09:46

June 15, 2021

Dear Bhavya Boppa ,  
 Resume Number - 20897019

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



17-524

Date: 17-09-2021.

To: Mr. BOYAPATI JASWANTH

### OFFER OF EMPLOYMENT

Dear Mr. Boyapati Jaswanth,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of **TECHWARE Solution** as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 25-09-2021

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"





17481A0525

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182475838/Hyderabad**  
**Date: 11/01/2021**

Ms. Dasharna Chadalavada  
10/2764th Line,  
Rajendra Nagar,  
Gudiwada-521301,  
Andhra Pradesh.  
Tel# 91-7842214276

Dear Dasharna Chadalavada,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182475838**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



17481A0526

accenture

**Accelerate  
the career of  
your dreams**



To,

**Name :** Challa Venkata Krishna

**Subject: Important information post your clearance of the interview process during the Campus Visit**

Dear Challa Venkata Krishna,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
    - On successful completion of the program and clearance of the Technology fundamental

APPOINTMENT ORDER

October 03, 2022

To

Mr. Chaparala Naga Akhil,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of

Assistant Software Engineer in our Organization, Your Employee ID: NS015875.

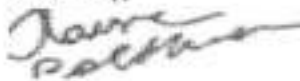
Your joining date is confirmed at 24<sup>th</sup> October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining  
We look forward to a mutually rewarding professional relationship with you

For

Sincerely,





HRD/3T/21-22/1001596789

July 28, 2021

Ms. Jeevana Jyothi Chinta  
Candidate ID: 1001596789  
2-18

Narasaraopet - 522615  
Andhra Pradesh  
India  
Ph: (91) 85007 20434

Dear Jeevana Jyothi,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer in Job Level 3** with the company. Your DoJ is **August 30, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited



27-Apr-2021

Dear Mounika Chinta,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017475

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.





Date: 29<sup>th</sup> of April 2021  
Name: CHINTALAPUDI SAI MADHAVA  
Roll Number: 17481A0531

Sub: Letter of Intent

Dear CHINTALAPUDI SAI MADHAVA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous/work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4290 2070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : (723007)1994PLC043033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



Date: 29<sup>th</sup> of April 2021  
Name: CHUNDURU PRAVEEN  
Roll Number: 17481A0532

Sub: Letter of Intent

Dear CHUNDURU PRAVEEN

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office: 46 C, Velachery Hill Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1968PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



17481A0533

Offer: Computer Consultancy  
Ref: TCSL/CT20182474860/Hyderabad  
Date: 31/10/2020

Ms. Sandhya Daka  
Gudlavalleru Engineering College, Girls Hostel Gudlavalleru Engineering College,  
Gudlavalleru,  
Gudivada-521356,  
Andhra Pradesh.  
Tel# 91-6281111035

Dear Sandhya Daka,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20182474860

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com





# L V GLOBAL SOLUTIONS

TO BE KNOWN AS 4I-INNOVATIONS

## OFFER LETTER

Date: 12-10-2021

Place : Hyderabad

To,

Ms. Dasi Kalyani,

It gives us immense pleasure in inviting you to join **L V GLOBAL SOLUTIONS** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designed as **TECH SUPPORT EXECUTIVE** at our **HYDERABAD, Madhapur** Premises. You will be on probation for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization .

Your salary will be **Rs.2.50 Lakh** per annum.

While welcoming you to **L V GLOBAL SOLUTIONS** we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the company.

As per the policy of the Company, Based on the discussion you need to give 45days notice period to the company. Otherwise you need to pay 4 month salary as penalty. Your joining will be from **22<sup>th</sup> October 2021.**

WELCOME ON BOARD

**LV GLOBAL SOLUTIONS**

Authorized Signatory

Plot NO. 81, Beside Sri Chaitanya Techno School, Sri Swamy Ayyappa Society, Madhapur,  
Hyderabad-500081, Telangana, India. Contact: +91 040 64523424,  
[www.lvglobalsolutions.com](http://www.lvglobalsolutions.com)



17-536

Date: 12 Sep 2021.

To: Mr. DESABOINA SAI KIRAN

### OFFER OF EMPLOYMENT

Dear Mr. Desaboina Sai Kiran,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of **TECHWARE Solution** as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 17 Sep 2021.

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007

[www.techwaresolution.in](http://www.techwaresolution.in)



03/08/2021

Rama Sai Devanaboina

Dear Rama Sai,

With reference to the discussions we had with you, we are pleased to offer you the position of **Associate Developer** at OpenXtro Virtual Services LLP with the start date as **1<sup>st</sup> March, 2021**. Your place of posting will be Hyderabad. We believe your skills and experience are an excellent match for our company.

Your **Annual Cost To Company** will be **Rs.3,60,000**. The break-up is presented in Annexure A.

Your Appointment will be governed by the Terms and Conditions presented in your employment Contract. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment with OpenXtro Virtual Services LLP will be on Probation for a period of 3 months after which the status will be reviewed.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and marksheets in support of your Educational Qualifications.
2. Relieving letter from all your previous employers and last drawn payslip, if applicable.
3. Ten passport size color photographs.
4. Proof of Address( Adhar card or Voters ID)

Sincerely,

For OpenXtro Virtual Services

A handwritten signature in black ink, appearing to read 'Kavya Linga', is written over a faint circular watermark.

Kavya Linga

I accept the offer on the terms and conditions and shall report to work on.....

Signature:

Date:



Date: 29<sup>th</sup> of April 2021  
Name: DHULIPALLA UDAY GOPI  
Roll Number: 17481A0538

Sub: Letter of Intent

Dear DHULIPALLA UDAY GOPI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-42199 2070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L723007219989P.C041033, Email : [contact@allsectech.com](mailto:contact@allsectech.com)



July 01, 2021

Sravanthi Donepalli  
[sravanthidonepalli66@gmail.com](mailto:sravanthidonepalli66@gmail.com)  
+ 91- 7659927974

Dear Sravanthi Donepalli,

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of 'Trainee' in our organization.

1. Your CTC (Cost to the Company) will be **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.
2. You are requested to join on **July 05, 2021**.
3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.
3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.
4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.
5. Your base location will be at Waverock Gachibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni  
Innominds Software SEZ India Private Limited.  
Building No. 2-1, 4th Floor, Waverock, Survey No.115,  
TSIIC IT / ITES SEZ, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad – 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,  
Pallavi Garimella  
Director – Human Resources

Continued.....

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad - 500038, [www.innominds.com](http://www.innominds.com)



Date: 17-09-2021.

To: Mr. DONTAMSETTI SAI PUSHPAK HRUDAY

### OFFER OF EMPLOYMENT

Dear Mr. Donthamsetti Sai Pushpak Hruday,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of **TECHWARE Solution** as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 25-09-2021

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007

[www.techwaresolution.in](http://www.techwaresolution.in)

17481A0541



21/10/2021

Venkata Sai Satya Prasad D

Dear Venkata,

With reference to the discussions we had with you, we are pleased to offer you the position of **Associate QA Engineer** at OpenXtro Virtual Services LLP with the start date as **25<sup>th</sup> Oct, 2021**. Your place of posting will be Hyderabad. We believe your skills and experience are an excellent match for our company.

Your **Annual Cost To Company** will be **Rs.2,42,244**. The break-up is presented in Annexure A.

Your Appointment will be governed by the Terms and Conditions presented in your employment Contract. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment with OpenXtro Virtual Services LLP will be on Probation for a period of 3 months after which the status will be reviewed.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and marksheets in support of your Educational Qualifications.
2. Relieving letter from all your previous employers and last drawn payslip, if applicable.
3. Ten passport size color photographs.
4. Proof of Address( Adhar card or Voters ID)

Sincerely,

For OpenXtro Virtual Services

A handwritten signature in black ink, appearing to read 'Kavya Linga'.

Kavya Linga

I accept the offer on the terms and conditions and shall report to work on.....

Signature:

Date:





Date: 29<sup>th</sup> of April 2021  
Name: DOVA SIVA NAGA LAKSHMI  
Roll Number: 17481A0542

Sub: Letter of Intent

Dear DOVA SIVA NAGA LAKSHMI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

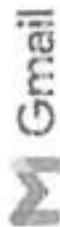
For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1989PLC041533 Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



## Wipro Campus Update\_LOI

1 message

Suresh Edupuganti <sureshedupuganti30@gmail.com>

Campus HR Team <wipro+email+1tpb-5f6bfa3995@talent.icims.com>  
Reply-To: Campus HR Team <wipro+email+1tpb-5f6bfa3995@talent.icims.com>  
To: sureshedupuganti30@gmail.com

Wed, Aug 18, 2021 at 1:30 PM

August 18, 2021

Dear Edupuganti Sai Mahija ,  
Resume Number - 21028951

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,106
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

17-543



174 SIAV544

Offer: Computer Consultancy  
Ref: TCSL/CT20203251707/Hyderabad  
Date: 11/01/2021

Mr. Hariharanath Elluru  
4-33-7 Ramalayam Street,  
Ramalayam Street,  
Tripuranthakam-523326,  
Andhra Pradesh,  
Tel# 91-9347803696

Dear Hariharanath Elluru,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20203251707

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20195755754/Hyderabad**  
**Date: 10/01/2021**

Ms. Fathima Zahera  
1/543-A4Rajiv Nagar,  
New Bypass Road, Opposite Muslim Shaadi Khana,  
Gudivada-521301,  
Andhra Pradesh.  
Tel# 91-9866387499

Dear Fathima Zahera,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/DT20195755754

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



17481A0545

Ref: TCSL/DT20195755754/1435253/Hyderabad

Date: 14 July 2021

MS. FATHIMA ZAHERA

1/543-A4 Rajiv Nagar,

New Bypass Road, Opposite Muslim Shaadi Khana, Gudivada,

Andhra Pradesh-521301.

Tel# 919618617496

**Sub: Joining Letter**

Dear Ms. Fathima Zahera,

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 **29th July 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.





## **TCS Xperience Program**

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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,

**Janardhan S**  
**Global Head - Talent Development**



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





27-Apr-2021

Dear Gaddam Venkata Siva Reddy,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017579

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs. 450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfilment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



# NALIN SOFT

## APPOINTMENT ORDER

October 03, 2022.

To

Mr. Gantasala Siva Manga Raju,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010746.

Your joining date is confirmed at 24<sup>th</sup> October 2022.

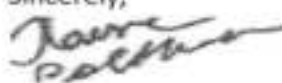
- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

A handwritten signature in black ink, appearing to read 'Jave' followed by a stylized flourish.

---

NALIN SOFT TECHNOLOGIES



17-549

Offer: Computer Consultancy  
Ref: TCSL/CT20182474536/Delhi  
Date: 02/09/2021

Ms. Gayathri Goda  
D.No 2-3 Main Road,  
Near Ramalayam,  
Vamakuntla-521235,  
Andhra Pradesh.  
Tel# 91-8074770123

Dear Gayathri Goda,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential  
TCSL/CT20182474536

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India  
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1  
G Gayathri



25/02/2021

Gontla Koushik

Dear Koushik,

With reference to the discussions we had with you, we are pleased to offer you the position of **Associate Developer** at OpenXtro Virtual Services LLP with the start date as **1<sup>st</sup> March, 2021**. Your place of posting will be Hyderabad. We believe your skills and experience are an excellent match for our company.

Your **Annual Cost To Company** will be **Rs.4,80,000**. The break-up is presented in Annexure A.

Your Appointment will be governed by the Terms and Conditions presented in your employment Contract. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment with OpenXtro Virtual Services LLP will be on Probation for a period of 3 months after which the status will be reviewed.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and marksheet in support of your Educational Qualifications.
2. Relieving letter from all your previous employers and last drawn payslip, if applicable.
3. Ten passport size color photographs.
4. Proof of Address( Adhar card or Voters ID)

Sincerely,

For OpenXtro Virtual Services

A handwritten signature in black ink, appearing to read 'Kavya Linga', is written over a faint circular watermark of the OpenXtro logo.

Kavya Linga

I accept the offer on the terms and conditions and shall report to work on.....

Signature:

Date:



17481A0552

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182475833/Hyderabad**  
**Date: 11/01/2021**

Mr. Sai Nitish Grandhi  
3-11/1Mutyalamma Temple,  
Mogaltur,  
Mogaltur-534281,  
Andhrapradesh.  
Tel# 91-9182639233

Dear Sai Nitish Grandhi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182475833**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

EFF/HRD/21-22/OFF-RD/075

31-MAR-21

To

MS GUMPA GAYATHRI PRIYA,  
D/O GUMPA VENKATA APPARAO,  
H-NO: 8/72,  
SREE RAM PURAM,  
GUDIVADA,  
KRISHNA DISTRICT-521301,  
ANDHRA PRADESH.



Dear MS GUMPA GAYATHRI PRIYA,

**Subject: Provisional Offer Letter as Trainee Engineer in Research & Development**

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on first week of **July/August 2021 (Tentatively)**.

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward for a long and mutually benefited association.

With Regards,  
For Efftronics Systems Pvt Ltd,

*T.B. Sankar*

(BHAVANI SANKAR T)  
VICE-PRESIDENT

Page 1 of 3



**The Terms and Conditions of this offer are:**

1. Your Training period would be for a **Maximum of Six months** starting from the **schedule date of joining**, and you will be designated as **"Trainee"** till the completion of your Training period.
2. You are required to serve the company for a period of **2.5 Years** excluding the Training period.
3. You are required to submit all your **Original Academic Certificates on the date of joining** and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task; you will be dropped from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of **Rs. 6,000 per month** during the training period and after the successful completion of Training, your CTC (Cost to Company) will be **Rs.3.98 Lakh per annum** with Gross salary **25K per month**.
7. After successful completion of the training period your salary may increase depending upon your performance.
8. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
9. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
10. You should not resign during the agreement period.





17UB1A0555



08/12/2021

Purna Durga Prasad Gunja

Dear Purna,

With reference to the discussions we had with you, we are pleased to offer you the position of **Associate QA Engineer** at OpenXtro Virtual Services LLP with the start date as **16<sup>th</sup> Aug, 2021**. Your place of posting will be Hyderabad. We believe your skills and experience are an excellent match for our company.

Your **Annual Cost To Company** will be **Rs.2,42,244**. The break-up is presented in Annexure A.

Your Appointment will be governed by the Terms and Conditions presented in your employment Contract. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment with OpenXtro Virtual Services LLP will be on Probation for a period of 3 months after which the status will be reviewed.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and marksheets in support of your Educational Qualifications.
2. Relieving letter from all your previous employers and last drawn payslip, if applicable.
3. Ten passport size color photographs.
4. Proof of Address( Adhar card or Voters ID)

Sincerely,

For **OpenXtro Virtual Services**

  
Kavya Linga

I accept the offer on the terms and conditions and shall report to work on.....

Signature:

Date:

9/3/2021

Gmail - Wipro Campus Update\_LOI

67-556



Vamsi Krishna Gunji &lt;vamsikrishnagunji9701@gmail.com&gt;

## Wipro Campus Update\_LOI

1 message

Campus HR Team <wipro+email+1xh6n-bcf6bcdffc@talent.icims.com>  
 Reply-To: Campus HR Team <wipro+email+1xh6n-bcf6bcdffc@talent.icims.com>  
 To: vamsikrishnagunji9701@gmail.com

Thu, Sep 2, 2021 at 9:44 AM

September 2, 2021

Dear GUNJI KRISHNA,  
 Resume Number - 20895929

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



17481A0557

## G6 Technology Services India LLP

Regd Office:

LLP ID – AAT-7220

Plot No. 1, Door No. 2/1179, Subha Vilas  
Jeeva Nagar, 2<sup>nd</sup> Street, Madipakkam  
Chennai – 600091,  
Ph:- +91 98414 46875

Geval6/HR/Sravya Guntakani

Dated – 10<sup>th</sup> June 2021.

Mr. Sravya Guntakani  
10-146, Rajaka Street, Gudlavalleru  
Vijayawada  
Andhra Pradesh – 521356

Mr. Sravya Guntakani

**Sub: Letter of offer: Software Engineer - Trainee**

Further to the discussions had, we are pleased to offer you an engagement with our organization as detailed below –

- 1) Your designation shall be "**Software Engineer - Trainee**" and you are requested to join us on **1<sup>st</sup> July 2021**.
- 2) You will be on probation initially for a period of three months. During this period, this engagement can be mutually terminated on a week's notice. Once you are confirmed in our services, you are requested to serve two months' notice period, in case of getting relieved from the organization. The Company is entitled to give one month notice period, if otherwise
- 3) Your remuneration under this offer shall be an aggregate of **Rs. 15,000 (Rupees Fifteen thousand per month)** which will be your Fixed Pay. On your accepting this offer, the remuneration shall be structured to give you the best tax relief under the extant Income Tax rules and regulations. Salary structure is given in **Annexure I**.
- 4) You will be required to maintain utmost secrecy in respect of client details, positions handled, Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, company's policies, Company's patterns & Trademark and company's human assets profile. You Shall report to **Ms. Vidhya Hari – Practice Manager – Salesforce Solutions**.
- 5) You shall not divulge or disclose or make public any of our technical or other important information which might come into your possession during the continuance of your assignment or even thereafter.
- 6) You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture, or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company

*of offer*



ANNEXURE I

SALARY COMPONENTS	
Basic Salary	Rs. 10,500 /-
HRA	Rs. 1,650 /-
Medical	Rs. 1,250 /-
Conveyance	Rs. 1,600 /-
<b>Total CTC Per month</b>	<b>Rs. 15,000 /-</b>

- 1) Any deduction shall be applicable as per government laws.
- 2) Income tax will be deducted at source at the prevailing rate under the Income Tax Act 1961.
- 3) PF and ESI will be provided as per Government regulations.

Yours faithfully,

(Subashini Sundaram)  
Partner - G6 Technology Services India LLP



## OFFER LETTER

18<sup>th</sup> August, 2022

Dear Mr. Gunturu Gopi Krishna,

Welcome to Acuvate Innovations Private Limited (Company)

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a Assistant Trainee Engineer with ID **AIPLC0578785** in our organization to be based in Hyderabad.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. You are entitled to a CTC of 58550 per month payable as per Annexure. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. Annexure 1 of the offer letter will be given upon joining of the company. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.

b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.

c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

For Acuvate Innovations Private Limited,



CEO, Acuvate Innovations Private Limited

**Acuvate Innovations Private Limited**

"Ratna Paradise", Third Floor, 54, R.P Road, Secunderabad.



Date: 29<sup>th</sup> of April 2021  
Name: HASEENA NOORI  
Roll Number: 17481A0559

Sub: Letter of Intent

Dear HASEENA NOORI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on-probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46 C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 42647091 | web : www.allsectech.com  
Corporate Identity Number : U73001TN1999MPL09410112 | Email : hr@allsectech.com





Ref: TCSL/CT20182470362/1421410/Hyderabad

Date: 15 June 2021

MS. JYOTHSNA NAVYASRI JAGATHAPURAO

House No.5-33,Kosuru null,

Near Ganganamma Temple, Machilipatnam,

Andhra Pradesh-521150.

Tel# 919152739999

**Sub: Joining Letter**

Dear Ms. Jyothsna Navyasri Jagathapurao,

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 **22nd July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR40000** and Competency Incentive of **INR20000**. Your incentive will be given along with your salary.

### Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency incentive and not for the Readiness incentive.
- Readiness incentive will not be given if a request for re-joining is initiated by you. :
- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



17481A0562

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184436472/Hyderabad**  
**Date: 11/01/2021**

Ms. Setu Sai Sowmya Kumari Jalluri  
1-23 ,Tallapalem PostGokavaram,  
Gokavaram,  
Machilipatnam-521002,  
Andhra Pradesh,  
Tel# 91-9640244686

Dear Setu Sai Sowmya Kumari Jalluri,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20184436472**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



# Deck 5 Software Inc.

17481A0563

Dated: February 5, 2022

Dear Jonnalagadda Madhu Sudhana Rao,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum**. This amount also includes all fixed and variable salary components. You are expected to join our company on February 21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

## List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10<sup>th</sup>, 12<sup>th</sup>, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

## Joining Location

Deck5 Software Inc  
B 99, Sector 63, Himayath Nagar  
Hyderabad, Telangana, India

Authorized Signatory

Signature

## HackWithInfy 2020: Pre-placement Intc. view Results

Infosys

HackWithInfy <@hackwithinfy@infosys.com>  
20:07:18

Fri, Nov 13, 2020, 3:06 PM

**#HackWithInfy**  
Code. Collaborate. Conquer.



Dear Chandrasekharanath Jujun,

Hope you and your loved ones are doing well.

Thank you for participating in the pre-placement interview that was offered to you for your remarkable performance in HackWithInfy 2020. The evaluation for the pre-placement interview round has been completed.

Congratulations! You have been shortlisted for the Systems Engineer role at Infosys after successfully clearing the pre-placement interview round.

In case you have any query, please write to us at [HackWithInfy@infosys.com](mailto:HackWithInfy@infosys.com). Please note, HackWithInfy related mails to any other Infosys email address will not be responded to.

We will share the joining process with you in the due course of time. We look forward to welcome you into our Infosys family.

Stay safe. Stay strong.

Warm regards,

Team HackWithInfy  
Infosys Ltd.





To,

**Name :** Mohith Krishna Sai Kakani

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Mohith Krishna Sai Kakani,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"





## APPOINTMENT LETTER

June 2, 2021

Dear Kakani Pragna,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800

Page 1

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**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name:** Kakani Pragna

**Career Group:** TRB – II

**Position :** Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

**Registered Office:**

**Wipro Limited** T : +91 (80) 2844 0011  
Doddakannelli F : +91 (80) 2844 0054  
Serjapur Road E : info@wipro.com  
Bengaluru 560 035 W : wipro.com  
India C : L32102KA1945PLC020800

# Payslip (Confidential)



WIPRO LIMITED

MONTH/YEAR : MAY 2022  
 EMPCODE : 20270188  
 NAME : KAKANI PRAGNA  
 GENDER : FEMALE  
 DESIGNATION : Project Engineer  
 LOCATION : BANGALORE  
 MODE : BANK

ATTN : 31/31  
 PF NO. : PYBOM00113940001654115  
 UAN NO.: 101736638532  
 A/c No.: HDFC - XXXXXXXXXX4382  
 NETPAY : 22346

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11670.00	0.00	MEDPREM	292.00
BONUS	2334.00	0.00	PF	1800.00
GRPAID	4849.00	0.00	PT	200.00
HRA	5835.00	0.00	WCC	50.00
TOTAL:	24688.00	0.00	TOTAL	2342.00

## Note:

- \*\* Please do not respond to this mail.
- For any queries in tax deduction, please refer the IT projection link available in Mywipro Appstore => My Financials => Financial Reports.
- For other queries, you may route your queries through myhelpline.
- \*\* WCC denotes your contribution towards WIPRO CARES
- \*MEDPREM - Monthly Medical Insurance Premium for Self and/or Family (Spouse)





17481A0568

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203259964/Hyderabad**  
**Date: 10/01/2021**

Ms. Sai Priya Kalakota  
208, Lakshmi Recidency Grace Hospital Road,  
Grace Hospital Road,  
Vuyyuru-521165,  
Andhra Pradesh.  
Tel# 91-9959201225

Dear Sai Priya Kalakota,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20203259964**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com





C748/A0568

Ref: TCSL/CT20203259964/1425214/Hyderabad

Date: 14 June 2021

MS. SAI PRIYA KALAKOTA  
5-23 Kunderu,  
Near Ysr Idol, Vijayawada,  
Andhra Pradesh-521245.  
Tel# 917416710447

**Sub: Joining Letter**

Dear Ms. Sai Priya Kalakota,

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 **15th July 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000**. Your incentive will be given along with your salary, provided you:

- Join the organization on the specified date.
- Serve Minimum tenure (12 months from the date of joining) with the organization.

### Note :

- If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.
- Readiness incentive will not be given if a request for re-joining is initiated by you.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

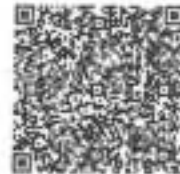


We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

**Janardhan S**  
**Global Head - Talent Development**



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





Roll No: 17481A0569

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182470376/Hyderabad**  
**Date: 11/01/2021**

Ms. Suvama Divya Sheela Kalathoti  
6-14Ambedkhar Colony,  
Opp.Csi Church,  
Kavuluru-521228,  
Andhra Pradesh.  
Tel# 91-8500603799

Dear Suvama Divya Sheela Kalathoti,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182470376**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 31 11 Email: careers@tcs.com



Roll No: 17481A0569

Ref: TCSL/CT20182470376/1422087/Hyderabad

Date: 15 June 2021

MS. SUVARNA DIVYA SHEELA KALATHOTI  
6-14 Ambedkhar Colony,  
Opp.Csi Church, Kavuluru,  
Andhra Pradesh-521228.  
Tel# 919398085411

**Sub: Joining Letter**

Dear Ms. Suvarna Divya Sheela Kalathoti,

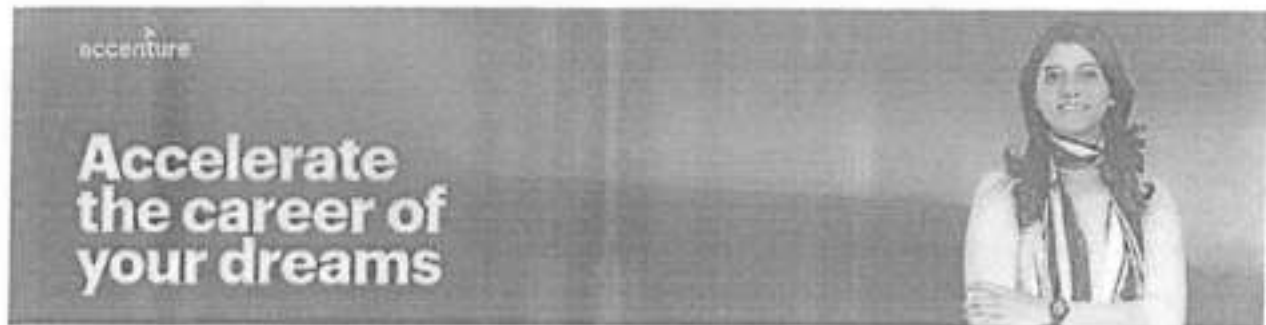
We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **CSP** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



To,

Name : Thrinadh Kalva

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Thrinadh Kalva,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning Incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; It includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"

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Accenture Solutions Pvt Ltd

## Payslip For OCTOBER 2022

Employee ID	13370484	Name	Thiradh Kalva
Bank	ICICI	Bank A/c No.	383001502756
DOJ	24/Dec/2021	LOP Days	0
PF No.	MH/BAN/45665/1455343	STD Days	31
Location	Hyderabad	Worked Days	31
Department	ATCI	Management Level	12
Facility	Hyderabad - HDC3B	Entity	ATCI
PF - UAN	101767863197		

Earnings	Amount in Rs.	Deductions	Amount in Rs.
BASIC	15,000.00	PROVIDENT FUND	1,800.00
HOUSE RENT ALLOWANCE	7,500.00	PROFESSIONAL TAX	200.00
ADHOC ALLOWANCE	4,283.00		
MISCELLANEOUS ALLOWANCE	3,333.00		
ONCALL / SHIFT ALLOWANCE	8,000.00		
GROSS EARNINGS	38,116.00	GROSS DEDUCTIONS	2,000.00
NET PAY	36,116.00		

\*\* This is a computer generated payslip and does not require signature and stamp.





## APPOINTMENT LETTER

June 2, 2021

Dear Kanaparthi Sujay,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

#### Registered Office:

Wipro Limited  
Doddakannelli  
Serjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800



ANNEXURE III  
SALARY OFFER SHEET

Name: Kanaparthi Sujay

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011

F : +91 (80) 2844 0054

E : info@wipro.com

W : wipro.com

C : L32102KA1945PLC020800





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20213699286/Chennai**  
**Date: 11/11/2021**

Ms. Sravani Devi Kandula  
 5/84-11-13a,  
 New By-Pass Road,  
 Gudivada-521301,  
 Andhra Pradesh.  
 Tel# -

Dear Sravani Devi Kandula,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20213699286**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

415/21-24, Kumbakonam Nagar, Sholinganallur, Chd Mahabulapuram, Chennai 600 119 Tamil Nadu 600022

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nirmul Building, 9th Floor, Narisara Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 2111 Email: [careers@tcs.com](mailto:careers@tcs.com)

TATA CONSULTANCY SERVICES

Employee Details				Payment & Leave Details						Location Details		
Emp No.	2171444			Bank Name	State Bank of India						Location	Madhapur-Hyderabad
Grade	Y	UAN	XXXXXXXX0311	Acc No.	XXXXXXXX8322						Base Br.	TCS - HYDERABAD
PAN	XXXXXXXX025M			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/ SWON	

<b>Net Pay</b> (MMR)	22,886.00
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Projected Annual Tax Information					
Annual Income*	2,59,754.00	Net Tax Income t/o	1,87,281.00		
Deductions under Sec 16	52,150.00	Total Tax Payable			
Chapter VIA relief	20,323.00	Tax Deducted till date			
		Balance Tax			

\* Please Note, Annual Income is after considering the exemption - if any.



KATTA HEMANTH &lt;hemanthkatta1999@gmail.com&gt;

**Mphasis\_Letter Of Intent!****Mphasis - Campus Hiring** <campushires@mphasis.com>

Mon, Jul 12, 2021 at 12:35 PM

To: "hemanthkatta1999@gmail.com" &lt;hemanthkatta1999@gmail.com&gt;

Ref.No-MPHTH\_CC2021-0364

Dear Hemanth Katta,

College Name: **Gudlavalleru Engineering College.**

Greetings from Mphasis!!

Please ignore the last email. Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of '**Associate Software Engineer**' in **Band 5, Level 2** with Mphasis. The gross compensation will be **INR 4,00,000 (INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis - **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.
4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

**Important Note:** It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

- a. PAN card
- b. Aadhar card
- c. Passport
- d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to [campushires@mphasis.com](mailto:campushires@mphasis.com).

**Thanks and Regards**

**Mphasis – Campus Team**

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at [mailmaster@mphasis.com](mailto:mailmaster@mphasis.com) and delete this mail from your records.

APPOINTMENT ORDER

October 03, 2022.

To

Mr. Katta Naga Raju,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010755.

Your joining date is confirmed at 24<sup>th</sup> October 2022.

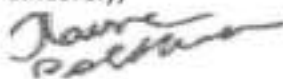
- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,







**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203069189/Hyderabad**  
**Date: 11/01/2021**

Ms. Jessy  
 5-29-221,  
 Nethaji Nagar,  
 Repalle-522265,  
 Andhra Pradesh.  
 Tel# 91-8790386235

Dear Jessy,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20203069189**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

*J. Jessy*



Ref: TCSL/CT20203069189/1423098/Hyderabad  
Date: 15 June 2021

MS. JESSY  
5-29-221 null,  
Nethaji Nagar, Repalle,  
Andhra Pradesh-522265.  
Tel# 917981354119

**Sub: Joining Letter**

Dear Ms. Jessy,

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 **15th July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.





## **TCS Xperience Program**

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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,

**Janardhan S**  
**Global Head - Talent Development**



Click here or use a QR code scanner from your mobile to validate the joining letter



17481 A0579  
KHATEEJA

23-Mar-2021

Dear Khateeja LNU,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017444

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

## Compensation and Benefits

Name: Khateeja LNU

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager.

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

July 22, 2021

17-580

HRD/3T/1002135662/21-22

Mr. Venkata Likhith Kodali

Flat No:101, First Residence, Dr.Padmanabham Street, Rajendra Nagar 2Nd Lane

Gudivada

Gudivada-521301

India

Ph: +91-7993931759

Dear Venkata Likhith,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.22 16:14:22 IST  
Reason: Digitally Signed  
Location: Bangalore

**INFOSYS LIMITED**

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com

DHUNIS



INNOVATION

For Your Ideas

**STRICTLY PRIVATE & CONFIDENTIAL**

Date :- 15-09-2021

To

Ms. KODALI VIJAYA BHARGAVI

**APPOINTMENT LETTER**

Dear Ms. K V BHARGAVI,

This has reference to your application and the subsequent discussions you had with us.  
**06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as "Module Lead".
2. You will initially be based at Visakhapatnam.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.



### **Probation and Confirmation**

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Agreement**

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

#### **Training Performance - linked Incentive**

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.





03-Jun-2021

Dear Kode Sai Gayathri,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College

Candidate ID – 14687498

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of INR **540,992/-**. This includes an annual target incentive of INR **20,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.



17481A0583

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184436464/Hyderabad**  
**Date: 11/01/2021**

Ms. Monika Keerthana Kokkiligadda  
2-3092 Ward,  
Avanigadda,  
Avanigadda-521121,  
Andhra Pradesh.  
Tel# 91-9392044059

Dear Monika Keerthana Kokkiligadda,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20184436464**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## APPOINTMENT LETTER

June 2, 2021

Dear KOLLA VENKATESH,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### **Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA194SPLC020800

Page 1

20688750



**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name:** KOLLA VENKATESH

**Career Group:** TRB – II

**Position :** Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

**Registered Office:**

**Wipro Limited** T : +91 (80) 2844 0011  
Doddakannelli F : +91 (80) 2844 0054  
Sanjapur Road E : info@wipro.com  
Bengaluru 560 035 W : wipro.com  
India C : LS2102KA1945PLC020800

# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date:08-Sep-2021

Dhyanesh Kollipara  
C10083066

2-10, near vasavi matha temple Gudlavalleru

9493233241

Dear Dhyanesh Kollipara,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature



You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

**Pre-Onboard Learning Module:** To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.



## APPOINTMENT LETTER

June 2, 2021

Dear Kolli para Jhansi Lakshmi,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### Registered Office:

Wipro Limited  
Doddakannali  
Sarjapur Road  
Bengaluru 560 025  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800





**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name:** Kolli para Jhansi Lakshmi

**Career Group:** TRB – II

**Position :** Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

**Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 025  
India  
T : +91 (90) 2844 0011  
F : +91 (90) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800

accenture

# Accelerate the career of your dreams



To,

Name : Kollu Kiranmayee

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Kollu Kiranmayee,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-Joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture-specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

#### **Annexure A**

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

**Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"



**Mindtree**

A Larsen & Toubro Group Company

17481A0588

Date:08-Jul-2021

To

Konakanchi Lakshmi Supraja  
INDIA

Dear Konakanchi Lakshmi Supraja,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

*K.L. Supraja*  
K. Lakshmi Supraja (Jul 8, 2021 11:30 GMT+5.30)

Mindtree Ltd T + 91 80 6706 4000  
RVCE Post, Mysore Road F + 91 80 6706 4100  
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80021425/21

**Mindtree**

A Larsen &amp; Toubro Group Company

**Annexure 2****Compensation stack effective from date of confirmation****Name** : Konakanchi Lakshmi Supraja**Salary Grade** : C1**Designation** : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

*K.L. Supraja*  
K. Lakshmi Supraja (Jul 9, 2021 11:30 GMT+5.30)



Date: 21-Apr-21  
Name: Sai Phani Kondapalli  
Address: 1/394-1 A, Chintaguntapalem,  
Machilipatnam, Krishna District, AP 521001

Dear Sai Phani,

**Sub: Letter of Offer and Terms of Appointment**

Thank you for exploring career opportunities with Abjayon Consultancy Pvt. Ltd. You have successfully completed our initial selection process and we are pleased to make you an offer as an **Intern**.

You will be on Internship for the first six (6) months, during which you will receive a stipend of **Rs.10,000/- per month**. The company will invest in providing you training during the internship period. After successful completion of internship period, based on the performance, your employment would be confirmed, and your compensation will be revised to **Rs.3,30,000 per annum**, which will be inclusive of 10% variable pay. You will be issued a fresh offer letter with the terms and conditions for permanent employment. Your employment would be subject to you obtaining your degree in the next three (3) months, unless there is a delay due to unavoidable circumstances.

Post confirmation, you will be required to serve the company for a period of at least one (1) year from the date of confirmation. If you decide to leave the company within the first-year post confirmation, you will be required to pay back Rs.50,000 incurred towards the training provided by the Company.

Your employment is subject to the following terms and conditions:

**1. Date of joining:**

Your Date of Joining the services of our company is **Friday, 23<sup>rd</sup> April 2021**.

**2. Place of Posting:**

Your initial place of posting will be **Hyderabad**. However, during your employment, your services will be transferable at the sole discretion of the management, to any branch or office location of our company in India.

**3. Compensation and Career Progression:**

Any increase in your compensation in future and career progression shall depend entirely on your performance based on the Job Description (JD) and Key Performance Indicators (KPI's) assigned to you.

**4. Medical Check Up:**

The Company, at its sole discretion may exercise its right to get you medically examined by a medical practitioner of its choice during the period of your service.



17-592

10/02/2021

Gmail - HackWithInfy 2020 Pre-placement Interview Results



Teja Praveen Kumar <tejapraveenkumar@gmail.com>

## HackWithInfy 2020: Pre-placement Interview Results

1 message

HackWithInfy <HackWithInfy@infosys.com>

Fri, Nov 13, 2020 at 3:15 PM

To: "tejapraveenkumar@gmail.com" <tejapraveenkumar@gmail.com>



Dear Teja Praveen,

Hope you and your loved ones are doing well.

Thank you for participating in the pre-placement interview that was offered to you for your remarkable performance in HackWithInfy 2020. The evaluation for the pre-placement interview round has been completed.

Congratulations! You have been shortlisted for the Systems Engineer-Specialist role at Infosys after successfully clearing the pre-placement interview round.

In case you have any query, please write to us at [HackWithInfy@infosys.com](mailto:HackWithInfy@infosys.com). Please note, HackWithInfy related mails to any other Infosys email address will not be responded to.

We will share the joining process with you in the due course of time. We look forward to welcome you into our Infosys family.

Stay safe. Stay strong.

Warm regards,

Team HackWithInfy

Infosys Ltd.

Copyright © 2020 Infosys Limited





Date: 29<sup>th</sup> of April 2021  
 Name: KONDETI ALEKHYA  
 Roll Number: 17481A0593

Sub: Letter of Intent

Dear KONDETI ALEKHYA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
 Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
 Tel : +91 44 4299 7020 web : www.allsectech.com  
 Corporate Identity Number : L72300TN1968R9C011031 Email : contact@allsectech.com



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OFFER LETTER

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Dear Mr. Kondrathi Suresh,

18<sup>th</sup> August, 2022

Welcome to Acuvate Innovations Private Limited (Company)

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a Assistant Trainee Engineer with ID **AIPLC0578657** in our organization to be based in Hyderabad.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. You are entitled to a CTC of 58550 per month payable as per Annexure. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. Annexure 1 of the offer letter will be given upon joining of the company. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

---



5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.

b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.

c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

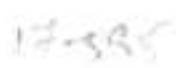
For Acuvate Innovations Private Limited,

A handwritten signature in dark ink, appearing to read "Ganeshan", is written over a horizontal line.

CEO, Acuvate Innovations Private Limited

Acuvate Innovations Private Limited

"Ratna Paradise", Third Floor, 54, R.P Road, Secunderabad.



1



# GROSS SALARY SHEET

Annexure 1

Name	Rency Kota
Designation	Assistant System Engineer-Trainee
Institute Name	Gudiavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xpire / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xpire / Xperience Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

**EMPLOYMENT OFFER**

Date: 14 February 2022

Dear Ms. KUMPATI SRAVANI,

After your interview, we are pleased to inform you that you have been selected for the post of Software Engineer at our organization with the following terms:

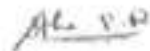
1. Your reporting date is 27<sup>th</sup> March 2021. Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31 <sup>st</sup> month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. You will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,



Asha P R

Manager- Recruitment

Unisoft Global Services Pvt Ltd

#115/3, 2nd Floor, 11th Cross, Margosa Road, Malleshwaram, Bangalore-560003



# Deck 5 Software Inc.

12481A05A1

Dated: February 5, 2022

Dear Maddala Vamsi Babu,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum**. This amount also includes all fixed and variable salary components. You are expected to join our company on February 21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

## List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10<sup>th</sup>, 12<sup>th</sup>, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

## Joining Location

Deck5 Software Inc  
B 99, Sector 63, Himayath Nagar  
Hyderabad, Telangana, India

Authorized Signatory

Signature



M. Prathibha  
17481A05A2

2/10/2021

Gmail - Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer



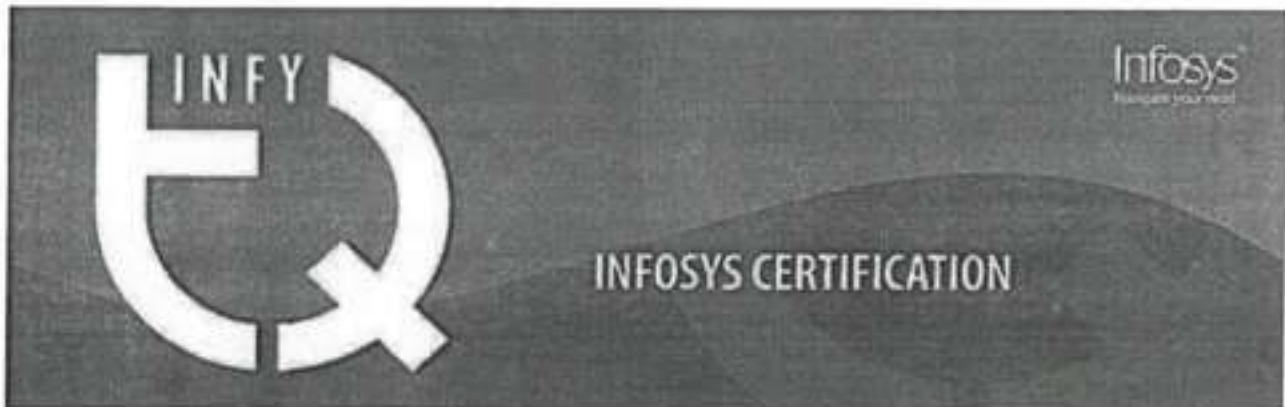
Prathibha Maddu <madduprathibha@gmail.com>

## Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

InfyTQ <InfyTQ@infosys.com>

7 December 2020 at 16:35

To: "madduprathibha@gmail.com" <madduprathibha@gmail.com>



Dear Prathibha Maddu,

Hope you are doing well.

We are delighted to inform that you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

HRD/3T/1002027394/21-22

Infosys®

Navigate your next

August 13, 2021

17481AD5A2

Ms. Prathibha Maddu

11/138-1

11th ward, GVR street, opposite Aswini hospital

Gudivada-521301

India

Ph: +91-9121687877

Dear Prathibha,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**

**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.08.13 12:03:35 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

*Company Confidential - This communication is confidential between you and Infosys Limited.*

Date: 25<sup>th</sup> June 2021

PRIYANKA MALLINENI,  
H.NO: 6-134-1,  
Guraja Road,  
Mudinepalli, Mudinepalle,  
Krishna District,  
Andhra Pradesh.

### **OFFER OF APPOINTMENT**

Dear Ms. Priyanka Mallineni,

This is with reference to your application dated 20<sup>th</sup> May 2021 and subsequent interviews with us, we hereby to inform you that you have been selected for the position of "Telecom Software Engineer" at our Hyderabad center on the following terms & conditions.

Your joining date has been finalized as 1<sup>st</sup> July 2021 and the offer stands withdrawn thereafter unless the date is extended by us and communicated to you in writing.

### **VERIFICATION AND SUBMISSION OF COPIES OF CERTIFICATES:**

Verification & submission of copies of certificates as per the stipulation of Entry Level Trainee Program, this appointment is subject to your passing the final qualifying examination and securing a minimum of 60% marks in aggregate for all the years. In addition, you are required to produce all your certificates viz. Marks sheets, provisional certificates in support of your qualifications in original for our verification at the time of joining and submit one set of certified photocopies of the same for our records.

You will undergo a three month in-house/project-based training at TCloud IT Centre. Your performance will be closely monitored during the training period. At the end of this period in case your performance has been up to the mark, and you have been successful in tests assigned to you during training period, you will be accommodated in one of our LTE/5G projects at any of our Development Centers.

### **APPOINTMENT AND COMPENSATION:**

After successful Confirmation, your "Annual Cost to company" will be RS 4,10,160/-. For details refer to **Annexure-A**.

Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.

**TCloud INFORMATION TECHNOLOGIES PVT LTD**

#8-3-214/A/1, 2<sup>nd</sup> Floor, Srinivasa Nagar Colony West, Ameerpet, Hyderabad-500038  
PH: +91-40-23742125/26, +91-9666921555 Web: <https://tcloudtech.com>



**Annexure-A**

Name: Priyanka Mallineni

Designation: Telecom Software Engineer

DOJ: 1<sup>st</sup> July 2021

Location: Hyderabad

Components	Salary Per Month in Rs	Salary Per Annum in Rs
Basic	14,500	1,74,000
HRA	7,000	84,000
Other Allowances	12,680	1,52,160
Total CTC	34,180	4,10,160

**ACCEPTANCE**

I have read and understood the terms and conditions of my fixed tenure appointment as contained in this letter which are acceptable to me.

Signature \_\_\_\_\_

Name: Priyanka Mallineni

8/22/2021

Gmail - Congratulations! Selected for Cognizant's GenC - Developer



Hema Mandapati &lt;hemamandapati123@gmail.com&gt;

**Congratulations! Selected for Cognizant's GenC - Developer**

Superset <notifications@email.joinsuperset.com>  
To: hemamandapati123@gmail.com

Sat, Aug 21, 2021 at 10:55 PM

Dear Hema Mandapati,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout.

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards  
Human Resources- GenC Program  
Cognizant





28-Apr-2021

Dear Tharun Kishore Marni,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017462**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs. 450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



28-Apr-2021

Dear Matlapudi Abhigna,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalluru Engineering College, Gudlavalluru

Candidate ID – 15017449

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.





**INNOVATION**  
For Your Ideas



**STRICTLY PRIVATE & CONFIDENTIAL**

Date :- 15-09-2021

To

Ms. MATTA PRATHYUSHA

**APPOINTMENT LETTER**

Dear Ms. M PRATHYUSHA,

This has reference to your application and the subsequent discussions you had with us.  
**06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as "Module Lead".
2. You will initially be based at Visakhapatnam.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above.  
However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.



July 02, 2021

**Leelavathi Maya**  
[AravindLeela786@gmail.com](mailto:AravindLeela786@gmail.com)  
+ 91- 6281158727

Dear Leelavathi Maya,

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of 'Trainee' in our organization.

1. Your CTC (Cost to the Company) will be **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.
2. You are requested to join on **July 05, 2021**.
3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.
3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.
4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.
5. Your base location will be at Waverock Gachibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni  
Innominds Software SEZ India Private Limited.  
Building No. 2.1, 4th Floor, Waverock, Survey No.115,  
TSIC IT / ITES SEZ, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad – 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,  
**Pallavi Garimella**  
Director – Human Resources

Continued.....

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad - 500038, [www.innominds.com](http://www.innominds.com)

## Annexure - I.

Leelavathi Maya

[AravindLeela786@gmail.com](mailto:AravindLeela786@gmail.com)

+ 91- 6281158727

<b><u>SALARY STRUCTURE</u></b>	<b>Per Month</b>	<b>Per Annum</b>	<b>Pay period</b>
<b>Cost-to-Company (CTC)</b>	<b>20,000</b>	<b>240,000</b>	
<b>Monthly Earnings: -</b>			
Basic Pay	8,000	96,000	Monthly
House Rent Allowance	3,200	38,400	Monthly
Leave Travel Allowance	1,000	12,000	Monthly
Provident Fund	1,800	21,600	PF Account
Employee State Insurance	560	6,720	ESI Contribution
Gratuity	385	4,620	Gratuity Account
Statutory Bonus	583	6,996	Monthly
Special Allowance	2,472	29,664	Monthly
<b>Performance Linked Pay (Variable Pay): -</b>		-	
Company Performance Linked Pay	1,000	12,000	Monthly
Individual Performance Linked Pay	1,000	12,000	Monthly
<b>Total</b>	<b>20,000</b>	<b>240,000</b>	

### I. Optional Benefits

i) Group Medical Insurance - Rs.2,00,000 pa covering Self+spouse+2kids (Floater) and parents. GMC is an optional benefit and payable by self, also you have top-up facility till Rs.10 lacs

### II. Employer Benefits

- i) Group Personal Accident - Rs.10,00,000 pa for self
- ii) Group Term Life – Rs.10,00,000 for self

III. Eligibility for bonus: Every eligible employee shall be entitled to be paid bonus in an accounting year, in accordance with the provisions of this Act, provided he/she has worked in the establishment for not less than thirty working days in that accounting year.

\*\*\*\*\*

Date: 17<sup>th</sup> April, 2021

To  
Ms. Kamal Jostna Medepalli,

We at Fission Computer Labs Private Limited ("Company"), are pleased to appoint you as "Intern" in our organization with effect from **3<sup>rd</sup> May, 2021**. This Appointment Letter is extended to formally welcome you to join the growing family of Fission Labs.

You are required to report at **Fission Computer Labs Private Limited, Plot No 703/ A, 3<sup>rd</sup> Floor, Road No 36, Jubilee Hills, Hyderabad- 500033**, on or before **3<sup>rd</sup> May, 2021**; failing which this offer shall lapse automatically.

We, at Fission Labs, believe in the process of building an organization, where professionals can contribute to our sustained success and growth. We hope that your career here will be a gratifying one. Upon accepting this offer, you would be required to execute the Appointment Letter (attached herewith) and shall be bound by the terms thereof. Kindly return the duplicate copy of this Offer Letter, duly signed, as an acknowledgement of your acceptance of the Appointment Letter.

You are required to submit the following documents at the time of reporting for joining:

- a. Certificates in proof of your educational qualifications;
- b. Certificate in proof of your Date of Birth;
- c. Relieving letter from your current employer;
- d. Latest pay slip of your recent employment;
- e. Three passport size photographs;
- f. Copy of PAN Card; and
- g. Copy of passport, if available



17<sup>th</sup> April, 2021

Ms. Kamal Jostna Medepalli,

## Appointment Letter

Dear Kamal Jostna Medepalli

We, at Fission Computer Labs Private Limited ("Company"), are pleased to appoint you as "**Intern**" on a probationary basis (for a period of Six months) in our organization with effect from 3<sup>rd</sup> May, 2021. Your services shall be confirmed as "**Associate Software Engineer**" subject to successful completion of probation of Six (6) months with our Company, unless extended or reduced for such further period as the Company may specify ("Probation Period"). You will be placed at Hyderabad, Telangana. The terms and conditions of this position will be as follows:

### 1.0 Appointment

- 1.1 The Company hereby employs you and you hereby accept employment with the Company on a probationary basis, as its **Intern** pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.
- 1.2 You shall render services to the Company at such times and such other places as may be required by the Company in its sole discretion. In such an event, you will be governed by the terms and conditions of services as applicable at the new placement.
- 1.3 You represent that you are not a party to any agreement that restricts your right or ability to freely carry out the services hereunder.
- 1.4 The terms of employment relating to compensation, working hours, leaves and holidays, notice period, etc. apart from the terms mentioned below shall be as per the Company policies. These could be revised at regular intervals as per the compensation policy and will be communicated to you accordingly.

### 2.0 Remuneration

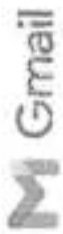
- 2.1 You will be paid a consolidated salary of 3,00,000/- (Three Lakhs Rupees Only) CTC per annum. The CTC is inclusive of PF contribution, professional tax and gratuity and the break-up will be shared with you.
- 2.2 The salary shall be paid in accordance with the Company's regular payroll practices, from time to time. Statutory deductions as required by law, such as Professional Tax, Provident Fund and TDS will apply for the bonus or variable pay component too, if applicable to you.



22/08/2021

Email - Congratulations! Selected for Cognizant's GenC - L Alopur

17-501



medikonda ramya <medikondaramya50@gmail.com>

5/31

## Congratulations! Selected for Cognizant's GenC - Developer

Superset <notifications@email.onsuperset.com>  
To: medikondaramya50@gmail.com

21 August 2021 at 22:58

Dear Medikonda Ramya,  
Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout.

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards  
Human Resources- GenC Program  
Cognizant



7/15/2021

Gmail - Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

M-Anusha  
17481A05B2  
IV-CE-B



Anusha Menda <anushamenda742@gmail.com>

## Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

InfyTQ <InfyTQ@infosys.com>

Mon, Dec 7, 2020 at 4:38 PM

To: "anushamenda742@gmail.com" <anushamenda742@gmail.com>



Dear Anusha Menda,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at [infytq@infosys.com](mailto:infytq@infosys.com) or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,





17-584  
GECTPO Placement officer <placementofficer@geogudiavalleru.ac.in>

## Fwd: Congratulations! You are selected for Training & Job Program with RPATech

2 messages

Dali Naga Sri Sai Methukumilli <dalinagasaisai99@gmail.com>  
To: GECTPO Placement officer <placementofficer@geogudiavalleru.ac.in>

Wed, Jun 9, 2021 at 8:00 PM

----- Forwarded message -----

From: Smitha Srivastava <smitha.srivastava@rpatech.in>  
Date: Mon, 7 Jun 2021, 11:19 am  
Subject: Congratulations! You are selected for Training & Job Program with RPATech  
To: <dalinagasaisai99@gmail.com>  
Cc: <hr@rpatech.in>, Sambidha Badholiya <sambidha.badholiya@rpatech.in>

Dear Dali,

Congratulations!

You have been selected for our Training & Job Program. Your joining date will be confirmed soon. Below are the details of the program.

This is a three- and half-year program in which we will train you for free on RPA & AI and then absorb you on a permanent position with assured three years of salary hikes.

### Key Highlights of the Training Program

- Six months of free training on Intelligent Automation
- 1st year salary 3.25 LPA
- 2nd year salary 6 LPA
- 3rd year salary 12 LPA
- Training Program Start Date: 15<sup>th</sup> June, 2021
- Training Program End Date: 14<sup>th</sup> Dec, 2021
- Permanent job onboarding Date: 1<sup>st</sup> Jan, 2022 (tentative)

Must have a laptop/desktop with a good internet connection and 8 hours of daily commitment.

Please mail below-listed documents for joining formalities.

- Educational Certificates (10th, 12th, Graduation and Post-Graduation).
- Previous company Documents, if any (Appointment Letter, Experience letter, Relieving letter)
- Aadhar Card
- PAN Card
- Soft copy of Passport Size Photograph
- Current Address Proof
- 1 Cancel Cheque

17-5B1f

Fwd: Congratulations! You are selected for Training & Job Program with RPATech

Extrnal  
Inbox

**Dali Naga Sri Sai Methukumilli**

Wed, Jun 9, 6:00  
PM (17 hours ago)

to me

----- Forwarded message -----

From: **Smitha Srivastava** <[smitha.srivastava@rpatech.in](mailto:smitha.srivastava@rpatech.in)>

Date: Mon, 7 Jun 2021, 11:19 am

Subject: Congratulations! You are selected for Training & Job Program with RPATech

To: <[dalinagasrisai99@gmail.com](mailto:dalinagasrisai99@gmail.com)>

Cc: <[hr@rpatech.in](mailto:hr@rpatech.in)>, Sambidha Badholiya <[sambidha.badholiya@rpatech.in](mailto:sambidha.badholiya@rpatech.in)>

Dear Dali,

Congratulations!

You have been selected for our Training & Job Program. Your joining date will be confirmed soon. Below are the details of the program.

This is a three- and half-year program in which we will train you for free on RPA & AI and then absorb you on a permanent position with assured three years of salary hikes.

#### Key Highlights of the Training Program

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**Must have a laptop/desktop with a good internet connection and 8 hours of daily commitment.**

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- Educational Certificates (10th, 12th, Graduation and Post-Graduation).
- Previous company Documents, if any (Appointment Letter, Experience letter, Relieving letter)
- Aadhar Card
- PAN Card
- Soft copy of Passport Size Photograph
- Current Address Proof
- 1 Cancel Cheque

Thanks,

Smitha Srivastava  
**Smitha Srivastava**  
Sr. Manager Marketing & HR  
Spawn Ventures Services Pvt. Ltd.



+91 97110 01222

□ [smitha.srivastava@rpatech.in](mailto:smitha.srivastava@rpatech.in)

APPOINTMENT ORDER

October 03, 2022.

To

Mr. Mirza Sakhavath Ali,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010724.

Your joining date is confirmed at 24<sup>th</sup> October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

A handwritten signature in black ink, appearing to read 'Javed Pathan'.



A Larsen & Toubro Group Company

Date: 08-Jul-2021

To

Mohammad Asha Hazra  
INDIA

Dear Mohammad Asha Hazra,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining.

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

*Minda Hazra*  
Mohammad Asha Hazra (Ref ID: 2021-11-10-08THS)



**Mindtree**

A Larsen & Toubro Group Company

## Annexure 2

### Compensation stack effective from date of confirmation

**Name** : Mohammad Asha Hazra

**Salary Grade** : C1

**Designation** : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

*Mohammad Asha Hazra*

Mohammad Asha Hazra (Jul 11, 2021 11:16 GMT+5.30)

HRD/3T/1002130308/21-22

Mr. Imanulla Mohmmad  
15/323-13  
machavaram  
Machilipatnam-521001  
India

Ph: +91-9182138056

Dear Imanulla,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.08.19 20:47:46 IST  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



17481A05B9

Offer: Computer Consultancy  
Ref: TCSL/CT20182456339/Hyderabad  
Date: 11/01/2021

Ms. Ardra Meghana Simon Muttath  
1-117/3Prasanthi Nagar,  
Near Viswasanthi,  
Vuyyuru-521165,  
Andhra Pradesh.  
Tel# 91-9391631078

Dear Ardra Meghana Simon Muttath,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCSL/CT20182456339

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 31 11 Email: [careers@tcs.com](mailto:careers@tcs.com)





17481A05B9

Ref: TCSL/CT20182456339/1421428/Hyderabad

Date: 02 July 2021

MS. ARDRA MEGHANA SIMON MUTTATH

1-117/3 Prasanthi Nagar,  
Near Viswasanthi, Vuyyuru,  
Andhra Pradesh-521165.  
Tel# 916304119376

### Sub: Joining Letter

Dear Ms. Ardra Meghana Simon Muttath,

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 **05th August 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



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,

**Janardhan S**  
**Global Head - Talent Development**



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



Mindtree

A Larsen & Toubro Group Company

17481A05C1

Date: 08-Jul-2021

To

Chandrika Nakka  
INDIA

Dear Chandrika Nakka,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining.

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

**Enclosed: Annexure to your Offer of Employment**
**Acceptance of the offer**

L Chandrika Nakka, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	CHANDRIKA NAKKA

**Annexure 1**

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

**Name** : Chandrika Nakka  
**Salary Grade** : C1  
**Designation** : ENGINEER  
**Stipend** : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182456331/Hyderabad**  
**Date: 11/01/2021**

Mr. Kalyan Saradhi Nandam  
2-187Bc Colony,  
Main Road,  
Vijayawada-521245,  
Andhra Pradesh.  
Tel# -

Dear Kalyan Saradhi Nandam,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20182456331**

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**Tata Consultancy Services Limited**

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Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date:09-Sep-2021

Naveen Kumar Ranjyoth Kothari  
C10094864

10-74 Santosh Complex Eluru Main Road Gudivada Krishna District Andhra Pradesh  
8247352485

Dear Naveen Kumar Ranjyoth Kothari,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 85% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: b07de422-3259-4acd-8246-76475174622d\_1  
Signed By: Mahesh Vasudeo Zurale



Accenture Solutions Pvt Ltd

## Payslip For JUNE 2022

Employee ID	13347661	Name	Navon Kumar Ranjyoth Kolhari
Bank	ICICI	Bank A/c No.	061101001038
DOJ	28Nov/2021	LOP Days	0
PF No.	MH/BAN/45665/1451062	STD Days	30
Location	Bengaluru	Worked Days	30
Department	ATCI	Management Level	12
Facility	Bengaluru - BDC7C	Entity	ATCI
PF - UAN	101755687820		

Earnings	Amount in Rs.	Deductions	Amount in Rs.
BASIC	15,000.00	PROVIDENT FUND	1,800.00
HOUSE RENT ALLOWANCE	7,500.00	PROFESSIONAL TAX	200.00
ADHOC ALLOWANCE	4,283.00		
MISCELLANEOUS ALLOWANCE	3,333.00		
ONCALL / SHIFT ALLOWANCE	2,900.00		
<b>GROSS EARNINGS</b>	<b>33,016.00</b>	<b>GROSS DEDUCTIONS</b>	<b>2,000.00</b>
<b>NET PAY</b>	<b>31,016.00</b>		

\*\* This is a computer generated payslip and does not require signature and stamp.





## Gear up for Day 1 at Accenture - Bangalore (29-Nov-21)

1 message

Onboarding.Doc.RSE <Onboarding.Doc.RSE@accenture.com>

Fri, Oct 29, 2021 at 5:24 PM



\*\*\*\* Do not Change the Subject Line When Replying to this mail \*\*\*\*

Dear Candidate,

We are pleased to extend to you the opportunity to join Accenture on 29<sup>th</sup> Nov, 2021.

As you kick-start your career at Accenture, we will be your point of contact and will support you in your smooth transition. You will soon receive communications from us about your joining formalities.

To enable us to create a seamless joining experience for you, please provide the required information at <https://ssaautomation.accenture.com/topo/> by 31<sup>st</sup> Oct, 2021.

Once done, visit **Countdown to Accenture** to complete the required forms and provide necessary documentation. These will be accessible a week prior to your first day and must be completed before joining. You would have received instructions to access Countdown to Accenture in a separate email. In case of any issues in accessing the site, check out these [FAQs](#).

### Important:

- Use the login credentials shared with you in the **Welcome e-mail** to log into **Countdown to Accenture**. Tip: To optimize your experience with our system, please use a browser other than Internet Explorer (IE).
- Please complete your online forms and upload documents on the **Action Items** page of Countdown to Accenture.
- Please ensure you meet the eligibility criteria communicated to you during the recruitment process.
- All your backlogs must be clear on the day of onboarding.
- You are required to upload a copy of your PAN and Aadhaar cards. If you do not have these, please apply immediately. You need to electronically sign some forms. For Aadhaar, visit your nearest enrollment center to apply.

Additionally, keep the following **mandatory** documents ready on the **day of joining**:

1. Hard copy of the signed e-offer letter.
2. Hard copy of the Terms of Employment document.
3. Six passport size photographs.



17481A05C4

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182463036/Hyderabad**  
**Date: 11/01/2021**

Ms. Sneha Priya Nemmaluru  
D/No:10/47-AGowri Sankara Puram,  
Eluru Road,  
Gudivada-521301,  
Andhra Pradesh.  
Tel# 91-8897091354

Dear Sneha Priya Nemmaluru,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20182463036**

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**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date:03-Aug-2021

Vinay Sreenadh Nukala  
C9851091

D.NO: 4-1-30/19/1, Gopala Krishna street, Bhupayya Agraharam, Amalapuram, East Godavari District, Andhra Pradesh - 533201

8074026888

Dear Vinay Sreenadh Nukala,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



27-Aug-2021

Dear Chaitanya Obiliseti,  
B.Tech, Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017169

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

## Compensation and Benefits

Name: Chaitanya Obiliseti

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

## Leave &amp; Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

17-509



## Congratulations! Selected for Cognizant's GenC - Developer

1 message

Superset <notifications@email.joinsuperset.com>  
To: palasalavignesh189@gmail.com

Sat, 21 Aug, 2021 at 7:35 pm

Dear Vignesh Palasala,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout.

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards  
Human Resources- GenC Program  
Cognizant





17481A0500

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182456348/Hyderabad**  
**Date: 31/10/2020**

Ms. Jahnavi Devi Pamarthi  
14-450,  
Edepalli,  
Machilipatnam-521001,  
Andhra Pradesh.  
Tel# 91-9640188283

Dear Jahnavi Devi Pamarthi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**Tata Consultancy Services Limited**

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Registered Office: Nirman Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





Ref: TCSL/CT20182456348/1396643/Hyderabad

Date: 15 June 2021

MS. JAHNAVI DEVI PAMARTHI  
14-450 null,  
Edepalli, Machilipatnam,  
Andhra Pradesh-521001,  
Tel# 919398907665

**Sub: Joining Letter**

Dear Ms. Jahnavi Devi Pamarthi,

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 **22nd July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000**. Your incentive will be given along with your salary, provided you:

- Join the organization on the specified date.
- Serve Minimum tenure (12 months from the date of joining) with the organization.

### Note :

- If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.
- Readiness incentive will not be given if a request for re-joining is initiated by you.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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,

**Janardhan S**  
Global Head - Talent Development



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



Parasa Venkatamounika &lt;parasamounika82@gmail.com&gt;

## Wipro Campus Update\_LOI

1 message

Campus HR Team <wipro+email+1wxt0-2ase7a14c7@talent.icims.com>  
 Reply-To: Campus HR Team <wipro+email+1wxt0-2ase7a14c7@talent.icims.com>  
 To: parasamounika82@gmail.com

Tue, Aug 31, 2021 at 2:13 PM

August 31, 2021

Dear PARASA MOUNIKA,  
 Resume Number - 21042324

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

2/9/2021

Gmail - Fwd: Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer



Nivas parasarla &lt;parasarlanivas@gmail.com&gt;

**Fwd: Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer**

1 message

Nivas parasarla <parasarlanivas@gmail.com>  
To: naveennetandxerox@gmail.com

Tue, Dec 22, 2020 at 6:42 PM

----- Forwarded message -----

From: InfyTQ &lt;infytq@infosys.com&gt;

Date: Mon, 7 Dec 2020, 4:36 pm

Subject: Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

To: parasarlanivas@gmail.com &lt;parasarlanivas@gmail.com&gt;

Dear Nivas Parasarla,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

2/9/2021

Gmail - Fwd: Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

In case of any queries, please write to us at [infytq@infosys.com](mailto:infytq@infosys.com) or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ

Infosys Limited

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2 attachments



image001.jpg  
11K



image001.jpg  
11K



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## Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

1 message

InfyTQ <InfyTQ@infosys.com>

To: pavanparchun1710@gmail.com <pavanparchun1710@gmail.com>

Mon 7 Dec, 2020 at 4:37 PM



Dear Parchun Pavan Sai Krishna,

Hope you are doing well

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at [infytq@infosys.com](mailto:infytq@infosys.com) or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ

Infosys Limited





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182456299/Hyderabad**  
**Date: 11/01/2021**

Mr. Venkata Sai Patnala  
 5/171 Opposite Chinnapuram Hospital Lane,  
 Javvarpet,  
 Machilipatnam-521001,  
 Andhra Pradesh.  
 Tel# 91-9290617074

Dear Venkata Sai Patnala,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182456299**

1

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
 TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

17-SD8

7/17/2021

Gmail - Infosys Limited | Virtual Onboarding Survey



praveen paturi <praveenpaturi25@gmail.com>

## Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>

Tue, Jun 29, 2021 at 11:37 AM

To: "praveenpaturi25@gmail.com" <praveenpaturi25@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click [here](#) to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited



## APPOINTMENT LETTER

June 2, 2021

Dear **Pavuluri Hema Sujatha**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### **Registered Office:**

Wipro Limited      T : +91 (80) 2844 0011  
Doddakannelli      F : +91 (80) 2844 0054  
Sarjapur Road      E : info@wipro.com  
Bengaluru 560 035      W : wipro.com  
India      C : L32102KA1945PLC020800

Page 1

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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182456315/Hyderabad**  
**Date: 11/01/2021**

Mr. Vinay Varshith Pechetti  
4-96Vv Meraka, Gandhinagar, Weavers Colony,  
Near Jana Bhagavan Function Hall,  
Malikipuram-533253,  
Andhra Pradesh.  
Tel# 91-8555943067

Dear Vinay Varshith Pechetti,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182456315**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





17481A05E1

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182456312/Hyderabad**  
**Date: 11/01/2021**

Ms. Vaishnavi Sindhu Pilli  
26-4-42bGnanolive Street,  
Gandhinagar,Vijayawada.,  
Vijayawada-520003,  
Andhra Pradesh.  
Tel# 91-7382211555

Dear Vaishnavi Sindhu Pilli,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20182456312**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

# Congrats! Offer From Accenture

Inbox



campus.offerletter... Aug 10  
to me ▾



10-Aug-2021

**Poojitha Ponnaganti**

**CANDIDATE ID:C9879333**

**UNIQUE REFERENCE NUMBER/UNIQUE ID:1356ad16-771d-4b29-8322-7c27014b0e68\_1**

Dear Poojitha Ponnaganti,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.



17481A05E4

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184427756/Hyderabad**  
**Date: 11/01/2021**

Ms. Kavya Ponnepati  
7-687-68, Lingamgunta Colony,,  
Lingamgunta Colony,  
Narasaraopet-522601,  
Andhra Pradesh.  
Tel# 91-9703104252

Dear Kavya Ponnepati,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT20184427756**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





## OFFER LETTER

18<sup>th</sup> August, 2022

Dear Ms. Pothineni Pravallika,

Welcome to Acuvate Innovations Private Limited (Company)

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a Assistant Trainee Engineer with ID **AIPLC0578938** in our organization to be based in Hyderabad.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. You are entitled to a CTC of 58550 per month payable as per Annexure. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. Annexure 1 of the offer letter will be given upon joining of the company. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.

b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.

c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

For Acuvate Innovations Private Limited,



CEO, Acuvate Innovations Private Limited

Acuvate Innovations Private Limited  
"Ratna Paradise", Third Floor, 54, R.P Road, Secunderabad.

Roll number: 17481A0566

Pothukuchi Aparna

wipro

APPOINTMENT LETTER

June 2, 2021

Dear POTHUKUCHI APARNA,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

**1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your job, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

**Registered Office:**

Wipro Limited  
Doddaballapur  
Bangalore Road  
Bangalore 560 075  
India  
T: +91 (80) 2844 0011  
F: +91 (80) 2844 0054  
E: [hr@wipro.com](mailto:hr@wipro.com)  
W: [wipro.com](http://wipro.com)  
C: [www.wipro.com](http://www.wipro.com)

Page 1

20688665

## ANNEXURE II

### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I \_\_\_\_\_, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me.

**Name:** \_\_\_\_\_

**Date:** \_\_\_\_/\_\_\_\_/\_\_\_\_

**Signature:** \_\_\_\_\_

Registered Office:

Wipro Limited  
 Doddakannelli  
 Sarabani Road  
 Bangalore 560 020  
 India

T: +91 80 284 2877  
 F: +91 80 284 2224  
 E: [hr@wipro.com](mailto:hr@wipro.com)  
 W: [www.wipro.com](http://www.wipro.com)  
 C: 1-800-425-6888

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20688665

July 14, 2021

IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block, Nagwara Outer Ring Road,  
Bangalore - 560045, India.  
Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Pothuri Bhavishya

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.





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**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182456321/Hyderabad**  
**Date: 11/01/2021**

Mr. Pranay Dath Potluri  
Plot No - 27Vijayanagar Colony,  
Near The Don Bosco School,  
Vijayawada-520010,  
Andhra Pradesh.  
Tel# 91-7032153393

Dear Pranay Dath Potluri,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182456321**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





P.L.N. Sowjanya  
17481A05E9

Sowjanya Prabhala <sowjanyaprabhala2000@gmail.com>

## Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

InfyTQ <infytq@infosys.com>

Mon, Dec 7, 2020 at 4:32 PM

To: "sowjanyaprabhala2000@gmail.com" <sowjanyaprabhala2000@gmail.com>



Dear Lakshmi Naga Sowjanya Prabhala,

Hope you are doing well.

We are delighted to inform that you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ  
Infosys Limited



**EMPLOYMENT OFFER**

Date: 14 February 2022

**Dear Mr. PRATURI SSHA SAI SATABD ABHISHEK ,**

After your interview, we are pleased to inform you that you have been selected for the post of **Software Engineer** at our organization with the following terms:

1. Your reporting date is **27<sup>th</sup> March 2021**. Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31 <sup>st</sup> month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. You will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,



Asha P R

Manager- Recruitment





Mindtree

A Larsen & Toubro Group Company

17-SF3

Date: 19-Jun-2021

To

Venkata Bhavani Prasad Puvvada  
INDIA

Dear Venkata Bhavani Prasad Puvvada,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

P.V. Bhavani Prasad

# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date:09-Sep-2021

Naga Veera Venkata Sai Raghu Eswar Sannidhi  
C10094851

22-16-27/1 Vanamaraju complex,Tatavarthy Vari Street,Sunday Market,Bhimavaram,West Godavari Andhra Pradesh - 534201

9959567517

Dear Naga Veera Venkata Sai Raghu Eswar Sannidhi,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



**Accelerate  
the career of  
your dreams**



To,

**Name :** Sannidhi Naga Veera Venkata Sai Raghu Eswar

**Re: Important information post your clearance of the interview process during the Campus Visit**

Dear Sannidhi Naga Veera Venkata Sai Raghu Eswar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental



NALIN SOFT

17-8/10/22

17-560

### APPOINTMENT ORDER

October 03, 2022.

To

Mr. Sarihaddu Dhanunjay Kumar,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010738.

Your joining date is confirmed at 24<sup>th</sup> October 2022.

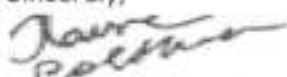
- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,



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NALIN SOFT TECHNOLOGIES

17481A0561



## Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

1 message

InfyTQ <InfyTQ@infosys.com>

To: setlemssushmasree@gmail.com <setlemssushmasree@gmail.com>

Mon, 7 Dec 2020 at 16:39

Dear Setlem Sushma Sree,

Hope you are doing well.

We are delighted to inform that you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at [infytq@infosys.com](mailto:infytq@infosys.com) or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ



17-562



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**Fwd: Infosys Limited | Virtual Onboarding Survey**

1 message

Sha Ruk <sharuk9446@gmail.com>

To: mohammad imanulla0506 <imanullahmohammad@gmail.com>

Sat, Jul 17, 2021 at 14:33

Sent from my iPhone

Begin forwarded message:

From: Infosys Limited <offers@infosys.com>

Date: 9 July 2021 at 6:39:32 PM IST

To: sharuk9446@gmail.com

Subject: Infosys Limited | Virtual Onboarding Survey

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click [here](#) to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

8/13/2021

Gmail - Offer Acceptance : Thanks for your response

17-543



Shaik Mubina <shaikmubina1137@gmail.com>

## Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com>

To: shaikmubina1137@gmail.com

Cc: notavailable@accenture.com

13 August 2021 at 09:47

13-Aug-2021

Mubina Shaik

Candidate Id: C9896291

Unique Reference Number/Unique Id: 607e1d7f-c397-4ac1-b28e-73a551c7c57c\_1

Dear Mubina Shaik,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail by logging into <http://indiacampus.accenture.com/candidate>.

Regards,

Campus Recruitment Team

Accenture in India.

*Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at <https://www.accenture.com/privacy-policy>. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.*

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at <https://www.accenture.com/us-en/privacy-policy>.

[www.accenture.com](http://www.accenture.com)



17481A0565

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182456332/Hyderabad**  
**Date: 11/01/2021**

Ms. Tara Vijaya Lakshmi Sidarala  
17-43Kotireddy Pet,  
Pamarru,  
Pamarru-521157,  
Andhra Pradesh.  
Tel# 91-9493663269

Dear Tara Vijaya Lakshmi Sidarala,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182456332**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



17-565

Ref: TCSL/CT20182456332/1421290/Hyderabad

Date: 15 June 2021

MS. TARA VIJAYA LAKSHMI SIDARALA

17-43 Kotireddy Pet,

Pamarru, Pamarru,

Andhra Pradesh-521157.

Tel# 918555845160

**Sub: Joining Letter**

Dear Ms. Tara Vijaya Lakshmi Sidarala,

I 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 **22nd July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **CSP**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR40000** and Competency Incentive of **INR20000**. Your incentive will be given along with your salary.

### Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency incentive and not for the Readiness Incentive.
- Readiness incentive will not be given if a request for re-joining is initiated by you. :
- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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,

**Janardhan S**  
**Global Head - Talent Development**



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



Date: 29<sup>th</sup> of April 2021  
Name: SUDABATTULA CHANDU SWAMY  
Roll Number: 17481A05G8

Sub: Letter of Intent

Dear SUDABATTULA CHANDU SWAMY

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 642

Tel : +91-41-4259 2020 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : U77900TN1998PLC043531 Email : [contact@allsectech.com](mailto:contact@allsectech.com)





17-569

Akhila Sri <akhilaramya104@gmail.com>

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## Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>

29 June 2021 at 11:11

To: "akhilaramya104@gmail.com" <akhilaramya104@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information. Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer\_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited



**INNOVATION**  
For Your Ideas



**STRICTLY PRIVATE & CONFIDENTIAL**

Date :- 15-09-2021

To

Ms. SUNKARA VYSHNAVI JESU

**APPOINTMENT LETTER**

Dear Ms. S J VYSHNAVI,

This has reference to your application and the subsequent discussions you had with us. 06-09-2021 on the following terms and conditions:

1. **Position:** You are being appointed as "Module Lead".
2. You will initially be based at Visakhapatnam.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of 6,80,000/- per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.

17481A05 H1



Name : SURAGAM MOUNIKA  
Employee Id : TISE5001756

10 APRIL 2022

Dear Ms. Mounika ,

Congratulations on being selected in our recruitment drive for the post of "Assistant Software Engineer". We will be happy to have you in our team and look forward to a long and mutually beneficial relationship.

You will be in training for 6 months and confirmed there upon. During training you are paid an annual remuneration (CTC) of Rs 8,20,000 (Rupees Eight lakh twenty thousand only). This amount is subject to deductions' for taxes and other withholdings as required by law or the policies of the company. Further salary increments will solely depend on your performance in your duties.

We trust you will do everything in your capability to fulfill the above requirement and join our team. Contact the undersigned if you have any questions.

Sincerely,

Director

Tech Indya IT Services Pvt. Ltd.

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Tech Indya IT Services Pvt. Ltd.

#6-3-240/6/1, 2nd Floor, Sarada Street, Prem Nagar Rd, Shyam Rao Nagar,  
Banjara Hills, Hyderabad, Telangana 500034.



# Deck 5

## Software Inc.

17481A05H2

Dated: February 5, 2022

Dear Tammana Amani,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum**. This amount also includes all fixed and variable salary components. You are expected to join our company on February 21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

### List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10<sup>th</sup>, 12<sup>th</sup>, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

### Joining Location

Deck5 Software Inc  
B 99, Sector 63, Himayath Nagar  
Hyderabad, Telangana, India

Authorized Signatory

Signature



## APPOINTMENT LETTER

July 3, 2021

Dear TEJA KRISHNA MURALI CHELAMALASETTY,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

receipts.

### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

#### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

#### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

#### **3. Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

#### **4. Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

#### **5. New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

### **Retirement Benefits:**

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

### **Travel, Accommodation, Food & Other Miscellaneous Expenses**

#### **Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.



3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I TEJA KRISHNA MURALI CHELAMALASETTY, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

## **ANNEXURE III**

### **SALARY OFFER SHEET**

**Name: TEJA KRISHNA MURALI CHELAMALASETTY**

**Position: Project Engineer**

**Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459



specific predefined pension Accrual rate.

#### Loans:

**Interest Free Loan:** An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

**Contingency Loan:** An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

#### **1. Your Life and Accident Cover :**

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

#### **2. Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that

HRD/3T/1002133705/21-22

Mr. Vamsi Thippabattula  
3-18/A, Gandhi Street  
Brahman Bazar  
Guntur-522612  
India

Ph: +91-9398433927

Dear Vamsi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.22 10:43:15 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

July 22, 2021

HRD/1002133705/21-22

Mr. Vamsi Thippabattula  
3-18/A, Gandhi Street  
Brahman Bazar  
Guntur-522612  
India

Ph: +91-9398433927

Dear Vamsi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

**Joining**

Your scheduled date of employment with us will be **30-Aug-2021**.

**Location**

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

**Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



# L V GLOBAL SOLUTIONS

## TO BE KNOWN AS 4I-INNOVATIONS

### OFFER LETTER

Date: 07-10-2021

Place : Hyderabad

To,

Mr. Thota Sai Venkata Krishna Rao,

It gives us immense pleasure in inviting you to join **L V GLOBAL SOLUTIONS** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designed as **TECH SUPPORT EXECUTIVE** at our **HYDERABAD, Madhapur** Premises. You will be on probation for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization .

Your salary will be **Rs.2.50 Lakh** per annum.

While welcoming you to **L V GLOBAL SOLUTIONS** we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the company.

As per the policy of the Company, Based on the discussion you need to give 45days notice period to the company. Otherwise you need to pay 4 month salary as penalty, Your joining will be from **12<sup>th</sup> October 2021.**

WELCOME ON BOARD

**LV GLOBAL SOLUTIONS**

Authorized Signatory

Plot NO. 81, Beside Sri Chaitanya Techno School, Sri Swamy Ayyappa Society, Madhapur,  
Hyderabad-500081, Telangana, India. Contact: +91 040 64523424,

[www.lvglobalsolutions.com](http://www.lvglobalsolutions.com)





Date: 12 Sep 2021.

To: Mr.TIRUKKOVALLURI LOKESH JIYYAR

### OFFER OF EMPLOYMENT

Dear Mr. Tirukkovalluri Lokesh Jiyyar,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiasm and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of **TECHWARE Solution** as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 17 Sep 2021.

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007

[www.techwaresolution.in](http://www.techwaresolution.in)





Roll No: 17481A0521

22-Mar-2021

Dear Tummala Priya Roshini,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017524

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.





22-Mar-2021

Dear Tummala Eekshitha,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017441

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs. 450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of *60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.*

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



17481A0513

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182460278/Hyderabad**  
**Date: 11/01/2021**

Ms. Manasa Udathu  
D.No:5/312Javvarpet,  
Bsa Bakery,  
Machilipatnam-521001,  
Andhra Pradesh.  
Tel# -

Dear Manasa Udathu,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182460278**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

HRD/1002128422/21-22

Ms. Lekhasree Uddanti  
9-98, NEAR VINAYAKA TEMPLE, MAIN ROAD  
KATURU P O VUYYURU MANDAL KRISHNA DISTRICT  
Vijayawada-521164  
India

Ph: +91-9182739619

Dear Lekhasree,

Congratulations! We are delighted to make you an offer as Systems Engineer Trainee and your role is Systems Engineer .

Here are the terms and conditions of our offer:

#### Joining

Your scheduled date of employment with us will be **19-Jul-2021**.

#### Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

#### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



July 02, 2021

**Akhila Undrakonda**[akhilaundrakonda@gmail.com](mailto:akhilaundrakonda@gmail.com)

+ 91- 6300787747

Dear Akhila Undrakonda,

**Sub: Letter of Offer**

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of **'Trainee'** in our organization.

1. Your CTC (Cost to the Company) will be **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.
2. You are requested to join on **July 15, 2021**.
3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.
3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.
4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.
5. Your base location will be at **Waverock Gachibowli, Hyderabad**.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni  
Innominds Software SEZ India Private Limited,  
Building No. 2.1, 4th Floor, Waverock, Survey No.115,  
TSIC IT / ITES SEZ, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad - 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

**We look forward for a long-term association!!!**

Thanking you,  
**Pallavi Garimella**  
Director – Human Resources

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad - 500038, [www.innominds.com](http://www.innominds.com)

Annexure - I.

**Akhila Undrakonda**

[akhilaundrakonda@gmail.com](mailto:akhilaundrakonda@gmail.com)

+ 91-6300787747

<u>SALARY STRUCTURE</u>	<u>Per Month</u>	<u>Per Annum</u>	<u>Pay period</u>
<b>Cost-to-Company (CTC)</b>	<b>20,000</b>	<b>240,000</b>	
<b>Monthly Earnings: -</b>			
Basic Pay	8,000	96,000	Monthly
House Rent Allowance	3,200	38,400	Monthly
Leave Travel Allowance	1,000	12,000	Monthly
Provident Fund	1,800	21,600	PF Account
Employee State Insurance	560	6,720	ESI Contribution
Gratuity	385	4,620	Gratuity Account
Statutory Bonus	583	6,996	Monthly
Special Allowance	2,472	29,664	Monthly
Performance Linked Pay (Variable Pay): -		-	
Company Performance Linked Pay	1,000	12,000	Monthly
Individual Performance Linked Pay	1,000	12,000	Monthly
<b>Total</b>	<b>20,000</b>	<b>240,000</b>	

**I. Optional Benefits**

i) Group Medical Insurance - Rs.2,00,000 pa covering Self+spouse+2kids (Floater) and parents. GMC is an optional benefit and payable by self, also you have top-up facility till Rs.10 lacs

**II. Employer Benefits**

- i) Group Personal Accident - Rs.10,00,000 pa for self
- ii) Group Term Life – Rs.10,00,000 for self

**III. Eligibility for bonus:** Every eligible employee shall be entitled to be paid bonus in an accounting year, in accordance with the provisions of this Act, provided he/she has worked in the establishment for not less than thirty working days in that accounting year.

\*\*\*\*\*

HRD/1002133785/21-22

Ms. Vannam Divya  
Ramalayam Street/1-13B,  
Nuthipadu Village  
Krishna district-521227  
India

Ph: +91-7013502572

Dear Vannam,

Congratulations! We are delighted to make you an offer as Systems Engineer Trainee and your role is Systems Engineer .

Here are the terms and conditions of our offer:

#### Joining

Your scheduled date of employment with us will be **19-Jul-2021**.

#### Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

#### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

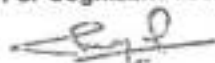
### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,  
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sree Kumar  
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



DHUNIS

INNOVATION  
For Your Ideas**STRICTLY PRIVATE & CONFIDENTIAL**

Date :- 15-09-2021

To

Mr. VEMULA RAVITEJA

**APPOINTMENT LETTER**

Dear Mr. V RAVITEJA,

This has reference to your application and the subsequent discussions you had with us.  
06-09-2021 on the following terms and conditions:

1. **Position:** You are being appointed as "Module Lead".
2. You will initially be based at Visakhapatnam.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of 6,80,000/- per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above.  
However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.



22-Mar-2021

Dear Ventrappagada Priyanka,  
B.Tech/B.E., Computer Science & Engineering  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017648

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.



HRD/3T/21-22/1002131703

July 28, 2021

Ms. Gokula Sai Sarvani Vulavalapudi  
Candidate ID: 1002131703  
D.No 2-153

Repalle - 522257  
Andhra Pradesh  
India  
Ph: (91) 83284 21036

Dear Gokula Sai Sarvani,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182460090/Hyderabad**  
**Date: 11/01/2021**

Mr. Karthik Reddy Vuyyuru  
1-54/CRangapuram,  
Indira Gandhi Center,  
Krishna-521215,  
Andhrapradesh.  
Tel# 91-9550797466

Dear Karthik Reddy Vuyyuru,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20182460090**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 31 11 Email: [careers@tcs.com](mailto:careers@tcs.com)



APPOINTMENT ORDER

October 03, 2022.

To

Ms. Yariagadda Phani Sri,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010729.

Your joining date is confirmed at 24<sup>th</sup> October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

A handwritten signature in black ink, appearing to read 'Jave' followed by a flourish.



Letter of Intent ( LOI)

2 November 2020

Yasasvi Kammili  
Gudlavalleru Engineering College  
Vijaywada

Dear Yasasvi Kammili,

We are pleased to inform you that you have successfully cleared the Campus pre-selection process and have been provisionally shortlisted for employment as "Graduate Engineer Trainee" subject to the conditions below.

As the next step, you will undergo and successfully clear our industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI , ML, Analytics, PEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon Joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

1. **Graduate Engineer Trainee** - You will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.3.50 Lac per annum

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the company's officials who are

authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your acceptance to joining Hexaware. You shall sign the "Non- Disclosure Agreement" (NDA) and you shall abide by the terms and conditions mentioned therein.

Yours faithfully,  
For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

**Monica Mathur**  
Vice President, Recruitment-India & APAC





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184424876/Hyderabad**  
**Date: 11/01/2021**

Mr. Sanjeeva Reddy Yenumula  
2-121Main Road,  
Naidupalem,  
Addanki-523265,  
Andhra Pradesh.  
Tel# 91-9182163176

Dear Sanjeeva Reddy Yenumula,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/DT20184424876**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



1748/AD5K0

Ref: TCSL/DT20184424876/1432299/Hyderabad

Date: 14 July 2021

MR. SANJEEVA REDDY YENUMULA  
2-121 Main Road,  
Naidupalem, Addanki,  
Andhra Pradesh-523265.  
Tel# 918374854060

**Sub: Joining Letter**

Dear Mr. Sanjeeva Reddy Yenumula,

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 **29th July 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



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,

**Janardhan S**  
Global Head - Talent Development



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

**EMPLOYMENT OFFER**

Date: 14 February 2022

Dear Ms. YERRAMSETTY SAI PRIYA,

After your interview, we are pleased to inform you that you have been selected for the post of Software Engineer at our organization with the following terms:


1. Your reporting date is 27<sup>th</sup> March 2021. Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31 <sup>st</sup> month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. You will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,



Asha P R

Manager- Recruitment



Ref: TCSL/DT20184424950/1433721/Hyderabad

Date: 06 July 2021

MS. ZAVERIA KHULSOOM

Door No:74-31-17/1 Vijayawada ,Papul Mill Masjid Street,  
Raghu Gardens, Farooq Nagar, Vijayawada,  
Andhra Pradesh-520007.  
Tel# 919985028063

**Sub: Joining Letter**

Dear Ms. Zaveria Khulsoom,

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 **12th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.





## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR20000**. Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*
- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

### Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*
- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



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,

**Janardhan S**  
**Global Head - Talent Development**



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





17481A0SKG

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184438031/Hyderabad**  
**Date: 11/01/2021**

Ms. Divya Sri Merugumala  
D.No : 11/406-1,  
Nagavarapadu,  
Gudivada-521301,  
Andhra Pradesh.  
Tel# 91-7337512722

Dear Divya Sri Merugumala,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/DT20184438031**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Date: 29<sup>th</sup> of April 2021  
Name: NUNNA VANDANA  
Roll Number: 17481A05K7

Sub: Letter of Intent

Dear NUNNA VANDANA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai- 600 042  
Tel : +91-44-4299 7070 web : www.allsectech.com  
Corporate Identity Number : U72300TN1908PH004033, Email : contactus@allsectech.com

July 01, 2021

Nunna Naga Pratap  
nagapratap5@gmail.com  
+ 91- 9493887196

17481A05K8

Dear Nunna Naga Pratap,

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of 'Trainee' in our organization.

1. Your CTC (Cost to the Company) will be Rs.2,40,000/- (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.
2. You are requested to join on July 05, 2021.
3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.
3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.
4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.
5. Your base location will be at Waverock Gachibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni  
Innominds Software SEZ India Private Limited,  
Building No. 2.1, 4th Floor, Waverock, Survey No.115,  
TSIC IT / ITES SEZ, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad – 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,  
Pallavi Garimella  
Director – Human Resources

Continued.....

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village,  
Serilingampally Mandal, Hyderabad - 500038, www.innominds.com

## Annexure - I.

Nunna Naga Pratap  
[nagapratap5@gmail.com](mailto:nagapratap5@gmail.com)  
 + 91- 9493887196

<u>SALARY STRUCTURE</u>	<u>Per Month</u>	<u>Per Annum</u>	<u>Pay period</u>
Cost-to-Company (CTC)	20,000	240,000	
Monthly Earnings: -			
Basic Pay	8,000	96,000	Monthly
House Rent Allowance	3,200	38,400	Monthly
Leave Travel Allowance	1,000	12,000	Monthly
Provident Fund	1,800	21,600	PF Account
Employee State Insurance	560	6,720	ESI Contribution
Gratuity	385	4,620	Gratuity Account
Statutory Bonus	583	6,996	Monthly
Special Allowance	2,472	29,664	Monthly
Performance Linked Pay (Variable Pay): -		-	
Company Performance Linked Pay	1,000	12,000	Monthly
Individual Performance Linked Pay	1,000	12,000	Monthly
<b>Total</b>	<b>20,000</b>	<b>240,000</b>	

### I. Optional Benefits

i) Group Medical Insurance - Rs.2,00,000 pa covering Self+spouse+2kids (Floater) and parents. GMC is an optional benefit and payable by self, also you have top-up facility till Rs.10 lacs

### II. Employer Benefits

- i) Group Personal Accident - Rs.10,00,000 pa for self
- ii) Group Term Life – Rs.10,00,000 for self

III. Eligibility for bonus: Every eligible employee shall be entitled to be paid bonus in an accounting year, in accordance with the provisions of this Act, provided he/she has worked in the establishment for not less than thirty working days in that accounting year.

\*\*\*\*\*



17-5K9

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182460126/Hyderabad**  
**Date: 11/01/2021**

Mr. Kaleem Abdul  
74-16-6/A7th Building, Oppo Commercial Tax Office,  
Masjid,  
Vijayawada-520007,  
Andhra Pradesh.  
Tel# 91-9985310081

Dear Kaleem Abdul,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20182460126**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





Ref: TCSL/CT20182460126/1420842/Hyderabad  
Date: 08 June 2021

MR. KALEEM ABDUL  
74-17-6/A Oppo Cto Office,  
Cto Office, Autonagar Terminal, VIJAYAWADA,  
Andhra Pradesh-520007,  
Tel# 917285987653

Sub: Joining Letter

Dear Mr. Kaleem Abdul,

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 **01st July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP-HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

*A. Kaleem*

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Proyod Park, Technopark Campus, Kanayannur P.O., Thiruvananthapuram - 695 021, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Normal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO084781



## TCS Xperience Program

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR40000** and Competency Incentive of **INR20000**. Your incentive will be given along with your salary.

### Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency incentive and not for the Readiness incentive.
- Readiness Incentive will not be given if a request for re-joining is initiated by you. :
- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

*RA de la...*





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,

Janardhan S  
Global Head - Talent Development



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

*cy. kalu...*



19481A05K9

Ref: TCSL/CT20182460126/1420842/Hyderabad  
Date: 08 June 2021

MR. KALEEM ABDUL  
74-17-6/A Oppo Cto Office,  
Cto Office, Autonagar Terminal, VIJAYAWADA,  
Andhra Pradesh-520007.  
Tel# 917285987653

**Sub: Joining Letter**

Dear Mr. Kaleem Abdul,

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 **01st July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, you will not be required to physically report at the TCS offices on the date of your joining.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

*A. Kaleem*

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Persol Park, Technopark Campus, Karlavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Normal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182460232/Hyderabad**  
**Date: 31/10/2020**

Ms. Venkata Ruchitha Korrapati  
2-40a West Bazar,  
Ntr Statue,  
Ongole-523270,  
Andhrapradesh.  
Tel# 91-7036751588

Dear Venkata Ruchitha Korrapati,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20182460232**

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**Tata Consultancy Services Limited**

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

17-5L3

08-12-2020

Hyderabad

## Internship letter

**Korlepara Ramu**

Dear Korlepara,

It was pleasure interacting with you during our interview process. We believe Technovert will give you a great start for your career journey and groom you into a professional soon.

We are pleased to share this offer of internship at **Technovert Solutions Pvt. Ltd.** to play the role of **Intern**.

- You are required to join us on **09-12-2020** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
- You will be based at our company office located in **Hyderabad**. You will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.
- During internship of **9 months** you will be entitled to receive a stipend of **INR 15,020 per month** (INR 180240 Per annum) calculated as Cost to Company. During this period you would go through a continuous training and assessment. You are required to maintain standards of performance & uphold company's values at all times.
- On successful completion of the **Internship and probation**, you will be eligible for **Fulltime employment**. After your **performance evaluation**, CTC offered will range in between **Rs 4,00,000/- to Rs 5,00,000/-** per annum along with other benefits as per the company policy.
- You will be entitled to leaves and holidays as per the company policy.
- Please confirm your acceptance to this internship letter within two days from the date of receipt of this email.

We welcome you to Technovert and look forward to a long and mutually beneficial association.

Monalisa Mohapatra

**Technovert Solutions Pvt Ltd.**

# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date:30-Jul-2021

Yeshwanth Polukonda  
C9838882

17-439,Englishpalem,Machilipatnam  
9492271419

Dear Yeshwanth Polukonda,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.



Ref: TCSL/CT20203076807/1422969/Hyderabad

Date: 06 July 2021

MS. SARVANI KALLURI  
9-125 Ramakrishnapuram,  
Near Boddurayi, Chirala,  
Andhra Pradesh-523155.  
Tel# 916303583546

**Sub: Joining Letter**

Dear Ms. Sarvani Kalluri,

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 **12th August 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **CBO**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP-HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.





## **TCS Xperience Program**

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

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program 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 business requirements.

The 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.

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 TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.





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,

**Janardhan S**  
**Global Head - Talent Development**



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



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184438051/Hyderabad**  
**Date: 11/01/2021**

Ms. Sravani Mamidisetty  
 2-122Gudapalli Pallipalem,  
 Malikipuram,  
 Razole-533244,  
 Andhra Pradesh.  
 Tel# 91-8074485975

Dear Sravani Mamidisetty,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/DT20184438051**

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**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
 TCS Careers ServiceLine: 1800 209 31 11 Email: [careers@tcs.com](mailto:careers@tcs.com)



## TCS Ninja Interview Result

1 message

Campushiring Hyd <campushiring.hyd@tcs.com>  
Cc: ILP Support <ILP.Support@tcs.com>

Sat, Dec 26, 2020 at 2:02 PM

Dear Student,

Greetings from TCS!

Trust you are doing good.

We are happy to inform you that basis your TCS Ninja Interview performance you have been shortlisted for a Ninja offer with TCS.

Looking forward to welcoming you into TCS family!

However we would like to make an earnest request to you. If you are planning not to take up an employment with TCS, please inform us about your 'non-acceptance' as a response to this email so that a deserving candidate can get an opportunity. In case of non-acceptance, please revert to this email (marking a copy to [ilp.support@tcs.com](mailto:ilp.support@tcs.com)) with your CT/DT number to us by 30<sup>th</sup> December 2020, Wednesday.

If you have any further queries, please feel free to write to us at - [ilp.support@tcs.com](mailto:ilp.support@tcs.com) / call @ 1800-209-3111.

**NOTE:** Please DO NOT reply to this email if you are going to accept the offer.

**Thanks & Regards**

**TCS Campus Recruitment Team - Andhra Pradesh & Telangana Region**

Tata Consultancy Services  
Plot No 1, Survey No. 64/2, Software Units Layout  
Serilingampally Mandal, Madhapur  
Hyderabad - 500034, Telangana  
India  
Mailto: [campushiring.hyd@tcs.com](mailto:campushiring.hyd@tcs.com)  
Website: <http://www.tcs.com>

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Experience certainty. IT Services  
Business Solutions  
Consulting

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review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182460138/Hyderabad**  
**Date: 11/01/2021**

Ms. Vandana Ganta  
6-166bGangamma Street,  
Opposite Geetha Mandiram,Pothavaram,  
Nallajerla-534176,  
Andhra Pradesh.  
Tel# 91-9177390231

Dear Vandana Ganta,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20182460138**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

DHUNIS



INNOVATION

For Your Ideas

**STRICTLY PRIVATE & CONFIDENTIAL**

Date :- 15-09-2021

To

Mr. PULICHERLA ANJANEYULU

**APPOINTMENT LETTER**

Dear Mr. P ANJANEYULU,

This has reference to your application and the subsequent discussions you had with us.  
**06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as "Module Lead".
2. You will initially be based at **Visakhapatnam**.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above.  
 However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.



# Deck 5

## Software Inc.

17481A05M2

Dated: February 5, 2022

Dear Chigurupati Abhilash,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum**. This amount also includes all fixed and variable salary components. You are expected to join our company on February 21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

### List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10<sup>th</sup>, 12<sup>th</sup>, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available)
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

### Joining Location

Deck5 Software Inc  
B 99, Sector 63, Himayath Nagar  
Hyderabad, Telangana, India

Authorized Signatory

Signature





# Deck 5 Software Inc.

18485A0503

Dated: February 5, 2022

Dear Guggulothu Kavya,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum**. This amount also includes all fixed and variable salary components. You are expected to join our company on February 21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

#### List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10<sup>th</sup>, 12<sup>th</sup>, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

#### Joining Location

Deck5 Software Inc  
B 99, Sector 63, Himayath Nagar  
Hyderabad, Telangana, India

Authorized Signatory

Signature



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20192770815/Hyderabad**  
**Date: 31/10/2020**

Ms. Sri Niharika Manyam  
5-184Opp.Nandi Water Plant,  
Gudlavalleru,  
Gudlavalleru-521356,  
Andhra Pradesh.  
Tel# 91-8790401084

Dear Sri Niharika Manyam,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20192770815**

1

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TCS Careers Serviceline: 1800 209 31 11 Email: [careers@tcs.com](mailto:careers@tcs.com)



Date: 29<sup>th</sup> of April 2021  
Name: VANAMADI ANUSHA  
Roll Number: 17481A05M6

Sub: Letter of Intent

Dear VANAMADI ANUSHA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 2020 web : www.allsectech.com  
Corporate Identity Number : L72300TN1908PLC041033 Email : hr@allsectech.com



Date: 29<sup>th</sup> of April 2021  
Name: LAKKIREDDY MAHESHREDDY  
Roll Number: 17481A05M7

Sub: Letter of Intent

Dear LAKKIREDDY MAHESHREDDY

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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ALLSEC TECHNOLOGIES LTD.

Regd. Office : 56-C, Velachery Main Road, Velachery, Chennai - 600 142  
Tel : +91 44 4290 2070, [www.allsectechnologies.com](http://www.allsectechnologies.com)  
Corporate Identity Number : U72300TN1999PC1241001, Email : [care@allsectechnologies.com](mailto:care@allsectechnologies.com)



17481 A05 m8

G.N.V. Prudhvi

Offer: Computer Consultancy  
Ref: TCSL/CT20182460164/Hyderabad  
Date: 12/01/2021

Mr. Naga Venkata Prudhvi Garapati  
20/89-A29Dhaniyalapeta,  
Anjaneyaswami Temple,  
Gudivada-521301,  
Andhra Pradesh.  
Tel# 91-6305332357

Dear Naga Venkata Prudhvi Garapati,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182460164**

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





17481AD5M8

Ref: TCSL/CT20182460164/1396682/Hyderabad

Date: 15 June 2021

MR. NAGA VENKATA PRUDHVI GARAPATI  
20/89-A29 Dhaniyalapeta,  
Anjaneyaswami Temple, Gudivada,  
Andhra Pradesh-521301,  
Tel# 917989010088

**Sub: Joining Letter**

Dear Mr. Naga Venkata Prudhvi Garapati,

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 **22nd July 2021**, your joining location is **Hyderabad**, work location is **Hyderabad** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



NALIN SOFT

1748PA05A79

### APPOINTMENT ORDER

October 03, 2022.

To

Ms. Gajula Sai Teja,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010751.

Your joining date is confirmed at 24<sup>th</sup> October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

A handwritten signature in black ink, appearing to read 'Naveen Reddy', written over a horizontal line.



## EMPLOYMENT OFFER

Date: 14 February 2022

Dear Mr. ALLAMNENI JAYANTH,

After your interview, we are pleased to inform you that you have been selected for the post of **Software Engineer** at our organization with the following terms:


1. Your reporting date is **27<sup>th</sup> March 2021**. Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31 <sup>st</sup> month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. You will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,



Asha P R

Manager- Recruitment

k.sushma

1748120521



To,

Name : Koduri Sushma

Re: Important Information post your clearance of the Interview process during the Campus Visit

Dear Koduri Sushma,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
  - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
  - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
  - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be mentioned in your formal offer letter.

#### Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"



October 14, 2021

**Gudavalli Naga Venkata Hemanth**

Bangalore

hemanthgudavalli3@gmail.com

### Offer Letter

Dear Gudavalli Naga Venkata Hemanth,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

1. **Designation** **IT Trainee / Global Title – InP - IT Trainee**
2. **Company** **Fidelity Information Services India Private Ltd**
3. **Place of Posting:** 2<sup>nd</sup> & 3<sup>rd</sup> Floor, Tower 3, Block Warp, SJR I Park, EPIP Zone  
Whitefield Road, Bangalore – 560066
4. **Date of Joining** **25<sup>th</sup> October 2021**
5. **Compensation & Benefits**

Annual Fixed Pay	: Rs. 465116/-
Performance Pay	: Rs. 34884/-
<b>Total Compensation (TC):</b>	<b>Rs. 500000/-</b>

Break up of above Compensation details are provided in Annexure I
6. **Background Checks:** Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.
7. **Confidentiality:** You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
8. **Notice Period:** Notwithstanding anything stated herein, your services are liable to be terminated by the Company without assigning any reason, by giving you **75 days** Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving **75 days** Notice or salary in lieu of Notice. Salary for this purpose will be computed on Monthly Base pay excluding Employer PF contribution.
9. **Probation Period:** You will be on probation initially for a period of **6 [six]** months during which time your progress will be monitored. At the end of this period, your employment will be deemed confirmed, provided you achieve performance standard. In the event of unsatisfactory progress, appropriate procedures will be implemented which may either result in extension of your probationary period or termination of your employment either during or at the end of probation.

**ANNEXURE I**

**Compensation and Benefits**

Name: **Gudavalli Naga Venkata Hemanth** w.e.f. **25-Oct-21**

**FIXED PAY**

Particulars	Amount (PM)	Amount (PA)
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan <sup>^</sup>	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
<b>BASE PAY (FIXED PAY)</b>	<b>38,760</b>	<b>465,116</b>

Performance Bonus*	34,884
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<b>TOTAL COMPENSATION (TC)</b>	<b>500,000</b>
--------------------------------	----------------

**ANNUAL BENEFITS**

Benefit Particulars	Amount (PA)
Gratuity (As per payment of Gratuity Act)	11,187
Premium paid by the employer for Group Health Medical Insurance**	24,145

<b>COST TO COMPANY (CTC)</b>	<b>535,332</b>
------------------------------	----------------

\* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

\*\* To know your eligibilities for Group Health Medical Insurance, please refer to the policy

\*\*You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

<sup>^</sup> Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager



Date: 29<sup>th</sup> of April 2021  
Name: NANDAM PRATHYUSHA  
Roll Number: 18485A0505

Sub: Letter of Intent

Dear NANDAM PRATHYUSHA

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7075 - web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN41989PLC041033, Email : [care@allsectech.com](mailto:care@allsectech.com)

September 5, 2021

HRD/3T/1002381763/21-22

Ms. Hasitha Surapaneni  
Door No:1-10,Komaravolu Village,  
Pamarru Mandal  
Gudivada-521322  
India

Ph: +91-9640861255

Dear Hasitha,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.09.05 12:52:08 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



September 5, 2021

HRD/1002381763/21-22

Ms. Hasitha Surapaneni  
Door No:1-10,Komaravolu Village,  
Pamaru Mandal  
Gudivada-521322  
India

Ph: +91-9640861255

Dear Hasitha,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

### Joining

Your scheduled date of employment with us will be **13-Sep-2021**.

### Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

18485A0508



## APPOINTMENT LETTER

June 8, 2021

Dear Tedla Eswar Sumanth,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### **3. Other Benefits:**

You will also be eligible for:

I Tedla Eswar Sumanth, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

### ANNEXURE III

#### SALARY OFFER SHEET

Name: Tedla Eswar Sumanth

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

### ANNEXURE - IV



**INNOVATION**  
For Your Ideas



**STRICTLY PRIVATE & CONFIDENTIAL**

Date :- 15-09-2021

To  
Mr. THANUKULA SAI SAILESH

**APPOINTMENT LETTER**

Dear Mr. THANUKULA SAI SAILESH,

This has reference to your application and the subsequent discussions you had with us.  
06-09-2021 on the following terms and conditions:

1. **Position:** You are being appointed as "Module Lead".
2. You will initially be based at Visakhapatnam.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of 6,80,000/- per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above.  
However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.



NALIN SOFT

APPOINTMENT ORDER

October 03, 2022.

To

Ms. Chandana Naveenteja,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010747.

Your joining date is confirmed at 24<sup>th</sup> October 2022.

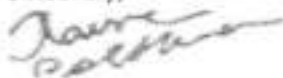
- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

A handwritten signature in black ink, appearing to read 'Jave' followed by a stylized flourish.



Name : PALLI LAKSHMANA DURGA RAO  
Employee Id : TISE5001735

10 APRIL 2022

Dear Mr. Durga Rao,

Congratulations on being selected in our recruitment drive for the post of "Assistant Software Engineer". We will be happy to have you in our team and look forward to a long and mutually beneficial relationship.

You will be in training for 6 months and confirmed there upon. During training you are paid an annual remuneration (CTC) of Rs 8,20,000 (Rupees Eight lakh twenty thousand only). This amount is subject to deductions for taxes and other withholdings as required by law or the policies of the company. Further salary increments will solely depend on your performance in your duties.

We trust you will do everything in your capability to fulfill the above requirement and join our team. Contact the undersigned if you have any questions.

Sincerely,

Director

Tech Indya IT Services Pvt. Ltd.



DHUNIS

INNOVATION  
For Your Ideas**STRICTLY PRIVATE & CONFIDENTIAL**

Date :- 15-09-2021

To

Ms. SURESH SONTI

**APPOINTMENT LETTER**

Dear Ms. S SURESH,

This has reference to your application and the subsequent discussions you had with us.  
06-09-2021 on the following terms and conditions:

1. **Position:** You are being appointed as "Module Lead".
2. You will initially be based at Visakhapatnam.
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of 6,80,000/- per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above.  
However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20203065277/Hyderabad**  
**Date: 11/01/2021**

Ms. Santhi Priya Tata  
10-114Kaza,  
Kaza,  
Machilipatnam-521150,  
Andhra Pradesh.  
Tel# 91-7893868297

Dear Santhi Priya Tata,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20203065277**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 31 11 Email: [careers@tcs.com](mailto:careers@tcs.com)



# NALIN SOFT

## APPOINTMENT ORDER

October 03, 2022.

To

Mr. Vallabhapurapu Naga Venkata Kumar,

With reference to your interview dated, 1<sup>st</sup> October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010731.

Your joining date is confirmed at 24<sup>th</sup> October 2022.

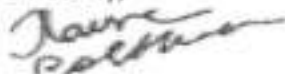
- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

A handwritten signature in black ink, appearing to read 'Jai' followed by a stylized surname.

**SESHADRI RAO GUDLAVALLERU ENGINEERING COLLEGE**

(An Autonomous Institute with Permanent Affiliation to JNTUK, Kakinada)

Seshadri Rao Knowledge Village, Gudlavalleru-521356, Krishna District(AP)

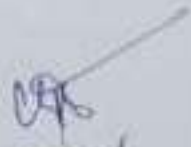
**DEPARTMENT OF INFORMATION TECHNOLOGY**

## Placement Details 2017-2021 BATCH

Year	Name of the Student	Branch	Selected For	Package
2021	ACHANTA HARIKA SWETA	IT	TCS	3.36 LPA
2021	ALURI DEEPTHI	IT	TCS	3.36 LPA
2021	ARAJA NAGA DIVYA	IT	Wipro	3.5LPA
2021	AREPALLI DEVIKA GOUD	IT	accenture	4.5LPA
2021	ARETI SAIKRISHNA	IT	Qualitykiosk technologies	3LPA
2021	BANDAY TEJASWINI	IT	TCS	3.36LPA
2021	BANDI SUSHMA	IT	TCS	3.36LPA
2021	BATTULA PREMANVITHA	IT	TCS	3.36LPA
2021	BOBBA JASHWANTH	IT	Keerraan Techo Analysis Pvt Ltd	1.8LPA
2021	BOLEM HIMA VARSHINI	IT	Infosys	3LPA
2021	CHEBROLU CHANDU	IT	Infosys	3LPA
2021	CH D LAKSHMI VENKATA SAI SNEHA	IT	Wipro	3.5LPA
2021	CHUNDI SAI KRISHNA	IT	Ivy technologies	7 LPA
2021	D S S PRATHYUSHA JALLIPALLI	IT	Infosys	3LPA
2021	D V LAKSHMI KAVYA HARINI	IT	Infosys	3LPA
2021	DEVANABOINA USHA RANI	IT	TCS	3.36LPA
2021	GOLLAPUDI SATYAVARSHINI	IT	Cognizant	4LPA
2021	GUTTI RUSHITHA	IT	Infosys	3LPA
2021	JANNU KRUPA	IT	TCS	3.36LPA
2021	JASWANTH SAI YERRABOYINA	IT	Infosys	3LPA
2021	JONNALA CHANDANA	IT	TCS	3.36LPA
2021	KAGITHA SUDARSHAN	IT	Infosys	3LPA
2021	KAKUMANU PRAVEENA	IT	Mindtree	4LPA
2021	K VENKATA NAGA SAI MANOJ KUMAR	IT	Infosys	3LPA
2021	K SAIRAMA PRASANNALAKSHMI	IT	Wipro	3.5LPA
2021	KUNAPAREDDY NIHARIKA	IT	accenture	4.5LPA
2021	KUNDURU PAVANKUMAR REDDY	IT	Infosys	3LPA
2021	LUKKA JYOTHIRMAI	IT	Infosys	3LPA
2021	MENDADALA MONIKA RANI	IT	TCS	3.36LPA
2021	MYNENI SRIMANTH	IT	Mindtree	4LPA
2021	NADIGADDA SHAFIYABI	IT	TCS	3.36LPA
2021	NOWLURI GEETHA NAGA GOWRI	IT	virtusa	4LPA
2021	OLETI CHARANKUMAR	IT	Infosys	3LPA
2021	PANIDAPU NARAYANA SWAMI	IT	Wipro	3.5LPA
2021	PATHALAPALLI KARUNA	IT	MiMomentous	4LPA



Year	Name of the Student	Branch	Selected For	Package
2021	PERAM SAI MANJU	IT	accenture	4.5LPA
2021	PONIREDDY VANDANA	IT	Cognizant	4LPA
2021	P BALA VAMSI SRI CHARAN	IT	Infosys	3.0 LPA
2021	POTHURAJU SANTHOSHI RUPADEVI	IT	apps associates	
2021	POTNURI DAKSHAYANI	IT	Infosys	3LPA
2021	PRATHIBHA GADIREDDY	IT	DXC Technology	3.6LPA
2021	PULIGADDA VYSHNAVI	IT	Cognizant	4LPA
2021	PULLELA JAGADEESH	IT	ALTIMETRIK	4.25LPA
2021	R ARAVINDA MANIKANTA	IT	KPIT	3.6LPA
2021	RAVI DHATRI	IT	MiMomentous	5LPA
2021	RAVURI MAHESH	IT	Infosys	3.0 LPA
2021	SANDADI LAKSHMI NARAYANA	IT	Wipro	3.5LPA
2021	TADISETTY NAVYA	IT	Cognizant	4LPA
2021	T J NAGA VENKATA PRANEETHA	IT	MiMomentous	5LPA
2021	VALLEPALLI SATISH	IT	FIS	5.35LPA
2021	VEMURI LIKHITHA	IT	TCS	3.36LPA
2021	VURA T N V KRISHNA PRIYA	IT	TCS	3.36LPA
2021	YAKKATI SUPRAJA	IT	TCS	3.36LPA
2021	ALLEMSETTY PREETHIEKA	IT	TIGER ANALYTICS	6.5 LPA
2021	KUMKAPALLA CHINMAI DEVI	IT	accenture	4.5LPA
2021	VELEGAPUDI SAILAKSHMI JAHNAVI,	IT	KPIT	3.6 LPA
2021	SANGOJU HARIPREETHAM	IT	Infosys	3LPA
2021	D A SRI VEERA VENKATA KRISHNA	IT	TIGER ANALYTICS	6.5LPA
2021	PARIMI SUBBA RAO	IT	TCS	3.36LPA
2021	DHULIPALLA TEJASWINI	IT	TCS	3.36LPA
2021	DASARI GAYATRI DEVI	IT	Cognizant	4LPA
2021	PULLEPU SRAVYA HARINI	IT	Cognizant	4LPA
2021	PAMARTHI MANOGNA REKHA	IT	Infosys	3LPA
2021	MAREDDY RAJARAJESWARI	IT	Mindtree	4LPA
2021	ALAPARTHI MANEESHA	IT	Cognizant	4LPA
2021	INDELA CHANDRASEKHAR REDDY	IT	Pactera Edge	2.8LPA
2021	DUSANAPUDI NAGAMALLIKA	IT	WILEYMHRTREE	11LPA

  
HOD, IT

Head of the Department  
Information Technology

Seshadri Rao

Gudlavalluru Engineering College

Seshadri Rao Knowledge Village

Gudlavalluru - 521 356, Krishna District, A.P.



**Offer: Computer Consultancy**

**Ref: TCSL/CT20182477517/Hyderabad**

**Date: 11/01/2021**

Ms. Harika Swetha Achanta  
4-118 Water Tank Street,  
Oc Area,  
Pallantla-534313,  
Andhra Pradesh.  
Tel# 91-7993687683

Dear Harika Swetha Achanta,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL/CT20182477517**

**TATA CONSULTANCY SERVICES**

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Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:





## **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## **Loans**

You will be eligible for loans, as per TCSL's loan policy.

## **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

## **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.





including termination of traineeship/service without notice.

## 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.





## **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Harika Swetha Achanta</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Gudlavaluru Engg. College, A P</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



## Annexure 3

### Confidentiality and IP Terms and Conditions

#### Confidentiality and IP Terms and Conditions - Annexure 3:

##### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.





## **2. Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## **3. Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.





## **9. Equitable Rights**

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## **10. General**

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Date: 29<sup>th</sup> of April 2021  
Name: ALURI DEEPTHI  
Roll Number: 17481A1204

Sub: Letter of Intent

Dear ALURI DEEPTHI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding Information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U22300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



## **APPOINTMENT LETTER**

**June 2, 2021**

Dear **ARAJA NAGA DIVYA,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

#### **Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800



## 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

## 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

## 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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C : L32102KA1945PLC020800



- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

## 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

## 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.

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C : L32102KA1945PLC020800





d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

**Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

#### **10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### **11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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## 12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on \_\_/\_\_/\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_/\_\_/\_\_

Place: \_\_\_\_\_

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## **ANNEXURE I**

### **DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature:**.....

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## **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
  - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c) Unauthorized disclosure or communication of UPSI.
  - d) Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com)

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## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ("Wipro") for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature**.....

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**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name: ARAJA NAGA DIVYA**

**Career Group: TRB – II**

**Position : Project Engineer**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: \_\_/\_\_/\_\_\_\_

Signature:.....

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#### **ANNEXURE – IV**

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature:**.....

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## **ANNEXURE – V**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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## **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

### **Basic, Additional Allowance and Bonus:**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

#### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

#### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

#### **3. Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

#### **4. Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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## 5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

### Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

- a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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### **Travel, Accommodation, Food & Other Miscellaneous Expenses**

#### **Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

#### **Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

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## **SUMMARY - SOCIAL SECURITY & OTHER BENEFITS\***

### **Medical**

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.  
If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

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#### Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific pre-defined pension Accrual rate.

#### Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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## 1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 1. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

**Date:10-Sep-2021**

**Arepalli Devika Goud  
C10098742**

**34-179, Babuji Pet, Pamarru**

**9182144459**

Dear **Arepalli Devika Goud**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

A handwritten signature in black ink, appearing to read 'mzurale', with a horizontal line drawn through it.

Mahesh Vasudeo Zurale

Senior Managing Director

Lead, Advanced Technology Center, India

[ Insert full legal name]

## **ANNEXURE 1**

### **COMPENSATION & BENEFITS**

Annual Total Cash compensation structure as per the Company guidelines is:

<b>Total Cash Compensation Elements</b>	
	<b>Annual (INR)</b>
<b>(A) Annual Fixed Compensation</b>	383000
<b>(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)</b>	32500
<b>Maximum Annual Total earning potential (A+B)</b>	415500
<b>Joining Bonus (Refer to the Section C)</b>	25,000
<b>(D) Additional Benefits</b>	
<b>Gratuity as per law<sup>#</sup></b>	9500
<b>Insurance Premium(notional value)</b>	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

**Note: For International Worker Only\***

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000



In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## **ANNEXURE II**

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



Date: 29<sup>th</sup> of April 2021  
Name: ARETI SAIKRISHNA  
Roll Number: 174B1A1207

Sub: Letter of Intent

Dear ARETI SAIKRISHNA

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 2070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

17481A1207



## Offer Letter- Trainee Cloud Engineer

1 message

Shilpi Jha &lt;shilpi.jha@minfytech.com&gt;

To: krishnaareti6@gmail.com

Fri, Apr 30, 2021 at 7:16 PM

Cc: Neelima vaka &lt;neelima.vaka@minfytech.com&gt;, Rahul Kumar Gowlikar &lt;rahul.gowlikar@minfytech.com&gt;, GNVS Jyothi &lt;jyothi@minfytech.com&gt;

Dear Sai Krishna,

Minfy Technologies Private Limited would like to congratulate you on your selection for the position of "Trainee Cloud Engineer" subject to your Compliance of our Policies, terms and conditions of employment, which are available with the Company.

Your training period of 3 months from the date of your joining with the Company is a continuous evaluating phase, and your **confirmation into employment is subject to the satisfaction of the management during this phase.**

Your date of joining is May 06<sup>th</sup> 2021. You need to report to our Hyderabad office on this date at 10:00 AM.

From May 6<sup>th</sup> - Jul 31<sup>st</sup> 2021 you will undergo our Training plan in Hyderabad and you will be compensated with a stipend of 12 K per month during this duration. You are expected to complete your training sincerely in the prescribed time and complete at least one Cloud Technical Certification, preferably AWS in this 3 months' duration.

You will be compensated with Annual CTC of INR. 3,54,200/- (Three Lakhs Fifty Four Thousand and Two Hundred Only); which is paid monthly less applicable deductions, taxes and any other amounts required by law, from the time of start of your full-time employment with us, i.e. effective Aug 1st, 2021. This date might be preponed or postponed, depending on your exam dates.

Your fixed yearly CTC will be 2,75,000/- (Two lacs and Seventy Five Thousand Only) and Project allowances will be 79,200/- (Seventy Nine Thousand and Two Hundred Only).

(Project allowance / other earnings pay-out is based on the project you are assigned on a specific month & the actual pay-out will vary every month.)

As we are going to invest in your training & learning for you to be able to do this job, the Trainee is required to sign a Service Agreement of Two years (2 years) falling which the Trainee will not be eligible for any Experience Letter from the Employer under this clause. The terms & conditions of this Service agreement will be shared to you separately. Your employment with Minfy Technologies will be considered subject to verification of all your documents and Reference Checks and also based on Company policies, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time.

- During the training period, you will be entitled to one-day sick leave only in a month
- You will be granted leave for attending your final year examinations with prior consent with your Supervisor.
- On your first day, please report to the office at 10.00 a.m.
- The following documents shall be submitted at the time of joining -
  - Original of your academic certificates
  - One set of certified copies of your academic certificates
  - Proof of Date of birth
  - Two coloured passport size copies of your recent photograph
  - Employment references, if any
  - Address proof like Aadhar Card

Minfy Technologies, at any time during the employment period can withdraw the offer with written notice in case of -

1. Failure of submission of above-mentioned documents
2. Falsifying/tampered testimonials
3. Under Performance
4. Not completion of Graduation within the set period

We look forward to have you as an esteemed member of Minfy. A detailed Employment letter will be given at the time of joining. On the acceptance of the above terms, please sign the copy of this letter as a token of acceptance.

We wish you a rewarding and exciting career with us.

Thanks,  
Regards,



Shilpi Jha  
Sr. HR Business Partner  
Minfy Technologies Pvt Ltd

Visit us - <https://www.minfytech.com/>

Connect via LinkedIn - [www.linkedin.com/in/shilpijha](https://www.linkedin.com/in/shilpijha)

 **bags it this year - 2020 !**



partner  
network

**APN Consulting  
Partner of the Year**



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182514213/Pune**  
**Date: 08/05/2021**

**Ms. Tejaswini Banday** 17481A1209  
1-59/Opp Honda Showroom, Kankipadu Kappagantula Vari Street,  
Opp Honda Showroom,  
Vijayawada-521151,  
Andhara Pradesh,  
Tel# 91-7095779455

Dear Tejaswini Banday,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our Initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** In Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20182514213

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Niyati Tower, Ground Floor, S.No 103/A/1/122, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



**Offer: Computer Consultancy**  
**Ref: TCSL/DT2018444472/Pune**  
**Date: 08/05/2021**

**Ms. Shafiyabi Nadigadda** 17481A1254  
41-1/13-15 Satyamgari Daddi,  
Krishna Lanka,  
Vijayawada-520013,  
Andhra Pradesh.  
Tel# 91-6305168637

Dear Shafiyabi Nadigadda,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee In Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.50,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT2018444472**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Nirali Tower, Ground Floor, S.No 103/A/1/125, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7772 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021





17-1210

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184480132/Hyderabad**  
**Date: 12/08/2021**

Ms. Sushma Bandi  
58-5-29 Patamata, Danayya Street,  
Vijayawada,  
Vijayawada-520010,  
Andhra Pradesh.  
Tel# 91-9491698118

Dear Sushma Bandi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20184480132**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



# GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Sushma Bandi</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Gudlavalleru Engg. College, A P</b>

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,800
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,38,877</b>

† Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL

defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

\*\*\* For Hts - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,800/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



Date: 29<sup>th</sup> of April 2021  
Name: BOLEM HIMA VARSHINI  
Roll Number: 17481A1213

Sub: Letter of Intent

Dear BOLEM HIMA VARSHINI:

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on May/June/Jul at 10:00-AM.

Your Monthly CTC will be Rs.12,300/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of references furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC041033 Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



IT PLACEMENTS &lt;itplacementsinfo@gmail.com&gt;

---

**Fwd: Infosys Limited | Virtual Onboarding Survey**

1 message

---

**chandu chebrolu** <chanduitware@gmail.com>  
To: "itplacementsinfo@gmail.com" <itplacementsinfo@gmail.com>

Fri, Jul 16, 2021 at 10:46 AM

17481A1214

----- Forwarded message -----

From: **Infosys Limited** <[offers@infosys.com](mailto:offers@infosys.com)>  
Date: Fri 9 Jul, 2021, 5:22 PM  
Subject: Infosys Limited | Virtual Onboarding Survey  
To: [chanduitware@gmail.com](mailto:chanduitware@gmail.com) <[chanduitware@gmail.com](mailto:chanduitware@gmail.com)>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly [click here to update your details](#) at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited





## **APPOINTMENT LETTER**

**June 2, 2021**

Dear **CHEBROLU DURGA LAKSHMI VENKATA SAI SNEHA,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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## 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

## 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

## 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

## 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

## 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.

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d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

**Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

#### **10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### **11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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## 12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on \_\_\_/\_\_\_/\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_/\_\_\_/\_\_\_

Place: \_\_\_\_\_

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## **ANNEXURE I**

### **DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature:**.....

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### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
  - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c) Unauthorized disclosure or communication of UPSI.
  - d) Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com)

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## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature**.....

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**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name: CHEBROLU DURGA LAKSHMI VENKATA  
SAI SNEHA**

**Career Group: TRB – II**

**Position : Project Engineer**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: \_\_/\_\_/\_\_\_\_

Signature:.....

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#### **ANNEXURE – IV**

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature:**.....

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## **ANNEXURE – V**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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## **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

### **Basic, Additional Allowance and Bonus:**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

#### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

#### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

#### **3. Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

#### **4. Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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## 5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

### Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

- a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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## **Travel, Accommodation, Food & Other Miscellaneous Expenses**

### **Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

### **Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

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## **SUMMARY - SOCIAL SECURITY & OTHER BENEFITS\***

### **Medical**

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

#### **Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L22102KA1945PLC020800



#### Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific pre-defined pension Accrual rate.

#### Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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## 1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 1. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800



Date: 29<sup>th</sup> of April 2021  
Name: CHILUKURI TEJA SREE SAI  
Roll Number: 17481A1216

**Sub: Letter of Intent**

Dear CHILUKURI TEJA SREE SAI

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91, 44, 4299 2070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC041013. Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



**22-Mar-2021**

**Dear Sai Krishna Chundi,**  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15016842**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

### Compensation and Benefits

**Name:** Sai Krishna Chundi **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



**Offer: Computer Consultancy**

**Ref: TCSL/CT20203070868/Hyderabad**

**Date: 11/01/2021**

Mr. Sai Krishna Chundi  
8-257/Gudlavalleru8th Ward,  
Ntr Statue,  
Gudivada-521356,  
Andhra Pradesh.  
Tel# 91-9704360480

Dear Sai Krishna Chundi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**

**TCSL/CT20203070868**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## **Loans**

You will be eligible for loans, as per TCSL's loan policy.

## **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.





### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a





confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

## **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.



including termination of traineeship/service without notice.

## 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



## **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Sai Krishna Chundi</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Gudlavaluru Engg. College, A P</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>





## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



## **Annexure 3**

### **Confidentiality and IP Terms and Conditions**

#### **Confidentiality and IP Terms and Conditions - Annexure 3:**

##### **1. Confidential Information**

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



## **2. Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## **3. Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.





## **9. Equitable Rights**

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## **10. General**

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



## **APPOINTMENT LETTER**

**June 2, 2021**

Dear **Chundi sai krishna**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

#### **Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800





## 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

## 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

## 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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W : [wipro.com](http://wipro.com)  
C : L32102KA1945PLC020800



- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

## 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

## 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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India

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E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800



- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.

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d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

**Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

#### **10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### **11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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## 12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on \_\_\_/\_\_\_/\_\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_/\_\_\_/\_\_\_

Place: \_\_\_\_\_

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## **ANNEXURE I**

### **DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

**Name:**

**Date:** \_\_/\_\_/\_\_\_\_

**Signature:**.....

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## **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
  - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c) Unauthorized disclosure or communication of UPSI.
  - d) Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com)

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## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ("Wipro") for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature**.....

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**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name:** Chundi sai krishna

**Career Group:** TRB – II

**Position :** Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: \_\_/\_\_/\_\_\_\_

Signature:.....

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#### **ANNEXURE – IV**

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature:**.....

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## **ANNEXURE – V**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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## **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

### **Basic, Additional Allowance and Bonus:**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

#### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

#### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

#### **3. Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

#### **4. Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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## 5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

### Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

- a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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## **Travel, Accommodation, Food & Other Miscellaneous Expenses**

### **Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

### **Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

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## **SUMMARY - SOCIAL SECURITY & OTHER BENEFITS\***

### **Medical**

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.  
If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

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#### Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific pre-defined pension Accrual rate.

#### Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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## 1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 1. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800



## LETTER OF OFFER

March 4, 2021

Dear Saikrishna Chundl,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp. You will be a Trainee in the program. The bootcamp will enable you with the skill sets for effective deployment post the bootcamp. Your deployment will be at one of the following cities: Hyderabad, Chennai, Mumbai and Bengaluru.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

Common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30AM through 6.30PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately. Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfill your commitment to us.

Please convey your acceptance of this offer on e-mail by 9 AM, April 1, 2021. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal

Manager

MountBlue Technologies Private Limited



## Appendix-1

### Training Phase

- This phase starts with an intense coding bootcamp that lasts for 13-15 weeks
- The bootcamp will consist of training on full stack coding in Python, Java, Ruby, JavaScript, Android, GoLang, PHP, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

### Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups.
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

### Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 29.2K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue ~INR4.3L
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum



IT PLACEMENTS &lt;itplacementsinfo@gmail.com&gt;

---

**Fwd: Infosys Limited | Virtual Onboarding Survey**

1 message

---

**prathyusha jallipalli** <prathyushagupta.24@gmail.com>  
To: "itplacementsinfo@gmail.com" <itplacementsinfo@gmail.com>

Fri, Jul 16, 2021 at 11:16 AM

17481A1222

----- Forwarded message -----

From: **Infosys Limited** <offers@infosys.com>

Date: Fri, Jul 9, 2021, 6:18 PM

Subject: Infosys Limited | Virtual Onboarding Survey

To: [prathyushagupta.24@gmail.com](mailto:prathyushagupta.24@gmail.com) <[prathyushagupta.24@gmail.com](mailto:prathyushagupta.24@gmail.com)>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly [click here to update your details](#) at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).


We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited





Date: 29<sup>th</sup> of April 2021  
Name: D S S PRATHYUSHA JALUPALLU  
Roll Number: 17481A1222

Sub: Letter of intent

Dear D S S PRATHYUSHA JALUPALLU

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

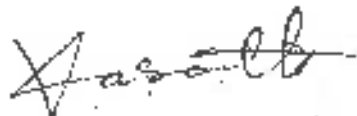
You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory  
Human Resources Department

ALLSEC TECHNOLOGIES LTD.

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72200TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

HRD/3T/1002128709/21-22

Ms. Venkata Lakshmi Kavya Harini Desai  
11/200-4, Rayala apparao street, Oppo.  
Bommarilla Theatre Road  
Gudivada-521301  
India

1748151223

Ph: +91-7995192943

Dear Venkata Lakshmi Kavya Harini,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO****EVP and Head Human Resources - Infosys Limited**

Validity: unknown

Digitally signed by Richard Lobo  
Date: 2021.07.13 14:22:18T  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askna@infosys.com  
www.infosys.com

July 13, 2021

HRD/1002128709/21-22

Ms. Venkata Lakshmi Kavya Harini Desu  
11/200-4, Rayala apparao street, Oppo.  
Bommarihu Theature Road  
Gudivada-521301  
India

Ph: +91-7995192943

Dear Venkata Lakshmi Kavya Harini,

Congratulations! We are delighted to make you an offer as Systems Engineer Trainee and your role is Systems Engineer .

Here are the terms and conditions of our offer:

**Joining**

Your scheduled date of employment with us will be 19-Jul-2021.

**Location**

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates" and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

**Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Venkata Lakshmi Kavya Harini Desu			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				1,500
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				122
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post UoT allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Venkata Lakshmi Kavya Harini Dora			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%	
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Installments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



Date: 29<sup>th</sup> of April 2021

Name: DESU VENKATA LAKSHMI KAVYA HARINI

Roll Number: 17481A1223

Sub: Letter of Intent

Dear DESU VENKATA LAKSHMI KAVYA HARINI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the 1st of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042

Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : L72306TN1998PLC041003, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



17-1884

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184445774/Hyderabad**  
**Date: 19/08/2021**

Ms. Usha Rani Devanaboina  
3-32Ulagundam,  
Koduru,  
Koduru-521328,  
Andhra Pradesh.  
Tel# 91-9493318207

Dear Usha Rani Devanaboina,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20184445774**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Career Service Line: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter If you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms

**TCS Confidential**  
**TCSL/DT20184445774**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Deccanpark, H/o 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



# GROSS SALARY SHEET

Annexure 1

Name	Usha Rani Davanaboina
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalluru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,648	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,35,877</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 8,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,648</b>	<b>91,752</b>



Date: 29<sup>th</sup> of April 2021  
Name: DEVANABOINA USHA RANI  
Roll Number: 17481A1224

Sub: Letter of Intent

Dear DEVANABOINA USHA RANI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



27-Apr-2021

Dear Gollapudi Satyavarshini,  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017260**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

### Compensation and Benefits

**Name:** Gollapudi Satyavarshini **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



HRD/3T/1002131122/21-22

July 13, 2021

Mr. Jaswanth Sai Yerraboyina  
20/218, Parasupeta, Machilipatnam, Krishna  
Infront Of Suwarnakalyanamandapam  
Vijayawada-521002  
India

Ph: +91-7780467107

Dear Jaswanth Sai,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.13 14:43:34 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

HRD/1002131122/21-22

July 13, 2021

Mr. Jaswanth Sai Yerraboyina  
20/218, Parasupeta, Machilipatnam, Krishna  
Infront Of Suwarnakalyanamandapam  
Vijayawada-521002  
India

Ph: +91-7780467107

Dear Jaswanth Sai,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **19-Jul-2021**.

### **Location**

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### **Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

## Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### **Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

**Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

**Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

**Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.13 14:43:34 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
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askus@infosys.com  
www.infosys.com



**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jaswanth Sai Yerraboyina			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Jaswanth Sai Yerraboyina			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



IT PLACEMENTS &lt;itplacementsinfo@gmail.com&gt;

**17481A1232**

1 message

**jaswanth sai** <jaswanth193@gmail.com>  
To: itplacementsinfo@gmail.com

Fri, Jul 16, 2021 at 11:16 AM

----- Forwarded message -----

From: **jaswanth sai** <jaswanth193@gmail.com>  
Date: Tue, Mar 30, 2021, 7:14 PM  
Subject: Fwd: Wipro Campus Update\_LOI  
To: <itplacementsinfo@gmail.com>

----- Forwarded message -----

From: **Campus HR Team** <wipro+email+ovoi-2071be1409@talent.icims.com>  
Date: Tue, Feb 16, 2021, 5:49 PM  
Subject: Wipro Campus Update\_LOI  
To: <jaswanth193@gmail.com>

February 16, 2021

Dear Jaswanth Yerraboyina ,  
Resume Number - 20689257

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

 Sunil Kalachar

---

This message was sent to [jaswanth193@gmail.com](mailto:jaswanth193@gmail.com). If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=F76F20689257&contactId=3847949>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND



Date: 29<sup>th</sup> of April 2021  
Name: JONNALA CHANDANA  
Roll Number: 17481A1233

Sub: Letter of intent

Dear JONNALA CHANDANA

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 4B-C, Velacheri Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : 272300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



23-Mar-2021

Dear Kakumanu Praveena,  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017400**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**



### Compensation and Benefits

**Name:** Kakumanu Praveena **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



**Offer: Computer Consultancy**

**Ref: TCSL/CT20203561290/Hyderabad**

**Date: 10/01/2021**

Ms. Kakumanu Praveena  
7-4-51, Near Srirampuram, Nambur BazarNambur Bazar,  
Narasaraopet,  
Narasaraopet-522601,  
Andhra Pradesh.  
Tel# 91-9347875597

Dear Kakumanu Praveena,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**

**TCSL/CT20203561290**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## 1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.





## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.





### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

## **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.



including termination of traineeship/service without notice.

## 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents



- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.





## **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms





## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Kakumanu Praveena</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Gudlavalleru Engg. College, A P</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



## **Annexure 3**

### **Confidentiality and IP Terms and Conditions**

#### **Confidentiality and IP Terms and Conditions - Annexure 3:**

##### **1. Confidential Information**

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



## **2. Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## **3. Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.





## **9. Equitable Rights**

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## **10. General**

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Date:08-Jul-2021

To

Kakumanu Paveena  
INDIA

Dear Kakumanu Paveena,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

  
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

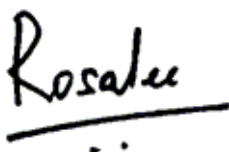
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus@mindtree.com](mailto:campus@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
**For Mindtree Limited**




**Rosalee M Kombial**  
**Vice President-People Function**

  
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

**Enclosed: Annexure to your Offer of Employment**

**Acceptance of the offer**

I, Kakumanu Paveena, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	 Kakumanu Paveena (Jul 9, 2021 18:33 GMT+5.5)
Your Name in Capital letters	KAKUMANU PAVEENA

**Annexure 1**

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

**Name : Kakumanu Paveena**

**Salary Grade : C1**

**Designation : ENGINEER**

**Stipend : INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

**Annexure 2****Compensation stack effective from date of confirmation****Name : Kakumanu Paveena****Salary Grade : C1****Designation : ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

  
Kakumanu Paveena (Jul 9, 2021 18:33 GMT+5.5)

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

\*\*The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.



Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

## Annexure - 3

### Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification**.
2. The term, 'the Company' refers to Mindtree Limited.
3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company**.
4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**
5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

### 6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

  
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

## **7. Confirmation of Employment**

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

## **8. Background check & references**

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

  
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)



If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

## **9. Compensation and benefits**

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

  
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## 10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

**10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.**

## 11. Termination of employment

### 11.1 During Orchard Learning Program

#### a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

#### b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

  
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## 11.2. After confirmation

### a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

### b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.



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### **11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment**

- a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

### **12. Nature of employment**

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

**12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.**

### **13. Other Agreements**

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

  
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

#### **14. Transfer**

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

#### **15. Retirement and retirement benefits**

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

#### **16. Intellectual property**

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.



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## **17. Mindtree's Code of Conduct and Policies**

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

## **18. Tax implication**

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

## **19. Reimbursement of travel expense for joining Mindtree**

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

## **20. Personal Safety and conduct**

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

## **End of Annexure 3**

  
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

## Code of Conduct

### **Summary:**

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

### **Objective:**

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

### **Eligibility/Applicability:**

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

### **Code of Conduct :**

The policy details various scenarios under which Code of Conduct is monitored.

#### **1) Personal Interest v/s Mindtree's interest**

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

#### **2) Use of proprietary or confidential information of third party**

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

#### **3) Office for Profit**

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.



#### **4) Vendor relationship**

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

#### **5) Using Mindtree's time and assets**

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

#### **6) Personal Relationship**

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

#### **7) Equal Opportunity**

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

#### **8) Dating/Romantic/Sexual Relationships**

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

## **9) Personal Behavior**

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

## **10) Breach of Discipline**

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

## 11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

## 12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

## 13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

## 14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

## Agreed and Accepted

Signature :   
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

Name : Kakumanu Praveena

Date : Jul 9, 2021

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**Infosys**  
Navigate your next  
July 13, 2021

HRD/3T/1002138286/21-22

Mr. Kondapaturi Venkata Naga Sai Manoj Kumar  
4-75a, Main Road  
Pamidipadu  
Ongole-523213  
India

Ph: +91-9542937501

Dear Kondapaturi Venkata Naga Sai,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Digitally signed by Richard Lobo  
Date: 2021.07.14 15:19 IST  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
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askus@infosys.com  
www.infosys.com



**ANNEXURE - II**  
(Compensation post Unit allocation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Mr. Kondapaturi Venkata Naga Sai Manoj Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

**1. MONTHLY COMPONENTS**

BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,800
<b>MONTHLY GROSS SALARY</b>	<b>22,270</b>

**2. ANNUAL COMPONENT**

BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	
--	--

**3. RETIRAL BENEFITS**

PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>25,070</b>

**4. INCENTIVE COMPONENTS**

	At an Indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>			<b>26,250</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b>			<b>27,500</b>
<b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b>			<b>30,000</b>

**OTHER BENEFITS**

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the)
<b>SALARY LOAN</b> (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant



## APPOINTMENT LETTER

July 10, 2021

Dear Kuchibhotla Sairama Prasannalakshmi,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### 3. Other Benefits:

You will also be eligible for:



may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ("Confidential Information"). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and/or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally. If required, in this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.
- d. Your appointment shall be treated as withdrawn in case:
  - i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
  - v. You have any pending backlog/ arrears on the date of appointment.

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

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") Internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details, please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI" of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

- a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
- b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
- c. Unauthorized disclosure or communication of UPSI.
- d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

### **ANNEXURE II**

#### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

## **ANNEXURE – V**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability. I.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Banda Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

### **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

#### **Basic, Additional Allowances and Bonus**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

#### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

#### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

##### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs. 50,000.

##### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other



1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. This scheme is **not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

**Gratuity Benefit\*\*:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

**Survivor Benefit Pension Program\*\*:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

**Loans:**

**Interest Free Loan:** An Interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

**Contingency Loan:** An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

#### 1. Your Life and Accident Cover :

- a. **Group Personal Accident Insurance (GPAI) Program:** Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. **Group Term Life Insurance:** Rs. 14, 00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India -> My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.



Date: 29<sup>th</sup> of April 2021

Name: KUNDURU PAVANKUMAR REDDY

Roll Number: 17481A1245

Sub: Letter of Intent

Dear KUNDURU PAVANKUMAR REDDY

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to your building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042

Tel : +91-44-4299 7870 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : L72300TN-S98PLC041033. Email : [contact@allsectech.com](mailto:contact@allsectech.com)



17481A1249

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182477531/Hyderabad**  
**Date: 31/10/2020**

Ms. Monika Rani Mendadala  
2/125-ADronadula Street,  
Opp Vahini Studio,  
Gudivada-521301,  
Andhra Pradesh.  
Tel# 91-9247897843

Dear Monika Rani Mendadala,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,38,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/CT20182477531**

1

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



# GROSS SALARY SHEET

Annexure 1

Name	Monika Rani Mendadala
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\* The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 If the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752





1748/A12B2

**Offer: Computer Consultancy**  
**Ref: TCSL/DT20184444453/Hyderabad**  
**Date: 31/10/2020**

Ms. Naga Mallika Dusanapudi  
14-51/A,  
Vinayaka Street,  
Ravigunta-521324,  
Andhra Pradesh,  
Tel: 91-9705457801

Dear Naga Mallika Dusanapudi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade V**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based your performance in TCS Xplore Program which gives you an additional earning potential of upto **₹s.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplorers (detailed under Terms &

TCS Confidential  
TCSL/DT20184444453

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**Offer: Computer Consultancy**

**Ref: TCSL/CT20203173736/Hyderabad**

**Date: 31/10/2020**

Mr. Shoyab Syed  
5/195Kumari Cheruvu, Mubarak Center,  
Miyakhan Masjid,  
Gudivada-521301,  
Andhra Pradesh,  
Tel# 91-7989036393

Dear Shoyab Syed,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**

**TCSL/CT20203173736**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**23-Mar-2021**

**Dear Srimanth Myneni,**  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017453**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

### Compensation and Benefits

**Name:** Srimanth Myneni **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



HRD/3T/1002128170/21-22

August 18, 2021

Mr. Srimanth Myneni  
10-63, Main Road, Paidikondala Palem  
Pamidimukkala Mandal, Krishna District, Ap  
Vijayawada-521250  
India

Ph: +91-9494097152

Dear Srimanth,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.08.18 19:23:47 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com



HRD/1002128170/21-22

August 18, 2021

Mr. Srimanth Myneni  
10-63, Main Road, Paidikondala Palem  
Pamidimukkala Mandal, Krishna District, Ap  
Vijayawada-521250  
India

Ph: +91-9494097152

Dear Srimanth,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **06-Sep-2021**.

### **Location**

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### **Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

## Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

**Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

**Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

**National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

**Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

**Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

**Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

**Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.08.18 19:23:47 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Srimanth Myneni			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Srimanth Myneni			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



Mindtree

A Larsen &amp; Toubro Group Company

Date: 08-Jul-2021

To

MYNENI SRIMANTH  
INDIA

Dear MYNENI SRIMANTH,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus/location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

M. Srimanth, 08-Jul-2021 12:28:01 PM IST

Mindtree Ltd T +91 80 6705 4000

KVI F Bldg, Mysore Road F 9, 50 6706 4100

Kalinga - 751 059 W www.mindtree.com

Certificate No: TN-80020719 21

Enclosed: Annexure to your Offer of Employment

#### Acceptance of the offer

I, **MYNENI SRIMANTH**, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	<u>M. Srimanth</u> Myneni, Srimanth
Your Name in Capital letters	<b>MYNENI SRIMANTH</b>

#### Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

**Name** : MYNENI SRIMANTH  
**Salary Grade** : C1  
**Designation** : ENGINEER  
**Stipend** : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



**Mindtree**

A Larsen & Toubro Group Company

**Annexure 2**

**Compensation stack effective from date of confirmation**

**Name : MYNENI SRIMANTH**

**Salary Grade : C1**

**Designation : ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	9,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

*M. Srimanth*

9, Srimanth, 1001, 1001, 1001, 1001

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

**Date:05-Aug-2021**

**Srimanth Myneni  
C9858980**

**10-63,Main Road, Paidikondala Palem, Pamidimukkala mandal, krishna district, Andhra Pradesh, India,  
pincode:521250.**

**9494097152**

Dear **Srimanth Myneni**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.



After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

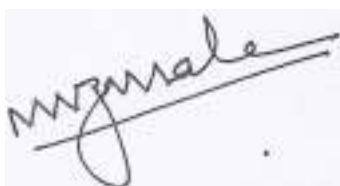
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

A handwritten signature in black ink, appearing to read 'm. zurale', with a horizontal line drawn through the middle of the signature.

Mahesh Vasudeo Zurale

Senior Managing Director

Lead, Advanced Technology Center, India

[ Insert full legal name]

## **ANNEXURE 1**

### **COMPENSATION & BENEFITS**

Annual Total Cash compensation structure as per the Company guidelines is:

<b>Total Cash Compensation Elements</b>	
	<b>Annual (INR)</b>
<b>(A) Annual Fixed Compensation</b>	383000
<b>(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)</b>	32500
<b>Maximum Annual Total earning potential (A+B)</b>	415500
<b>Joining Bonus (Refer to the Section C)</b>	25,000
<b>(D) Additional Benefits</b>	
<b>Gratuity as per law<sup>#</sup></b>	9500
<b>Insurance Premium(notional value)</b>	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	450000

#### *(A) Annual Fixed Compensation*

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### *(B) Local Variable Bonus (LVB)*

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

**Note: For International Worker Only\***

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## **ANNEXURE II**

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



1254

**Offer: Computer Consultancy**  
**Ref: TCSL/DT2018444472/Pune**  
**Date: 08/05/2021**

Mrs. Shafiyabi Nadigadda  
41-1/13-16 Satyamgari Doddi,  
Krishna Lanka,  
Vijayawada-520013,  
Andhra Pradesh.  
Tel# 91-6305188637

Dear Shafiyabi Nadigadda,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our Initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**  
**TCSL/DT2018444472**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

NyatiTata, Ground Floor, S.No. 16/6A/1, L/25, DTS, T-25, New Arra, Hyderabad-500016, India

Tel: 91 20 5608 7777 Fax: 91 20 6466 1147 Website: www.tcs.com

Registered Office: Newar Building 7th Floor, Nariman Point, Mumbai-400 021

TCS Career Services: 1800 209 7 31 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the Internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.





# GROSS SALARY SHEET

Annexure 1

Name	Shafiyah Nadigadda
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,800
Provident Fund	1,774	21,288
Gratuity	71*	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,38,877</b>
<b>Xplore/ Learning Incentive****</b>		Upto 80,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HRS - Note that Rs. 7800 if the employee is Single. If the employee is married or married with Children then Rs. 3,800+ per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

TCS Confidential

TCSL/DT20184444472

13

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

NyatiTara, Ground Floor, 5 No 115/2, 115/3, 115/4, 115/5, 115/6, 115/7, 115/8, 115/9, 115/10, 115/11, 115/12, 115/13, 115/14, 115/15, 115/16, 115/17, 115/18, 115/19, 115/20, 115/21, 115/22, 115/23, 115/24, 115/25, 115/26, 115/27, 115/28, 115/29, 115/30, 115/31, 115/32, 115/33, 115/34, 115/35, 115/36, 115/37, 115/38, 115/39, 115/40, 115/41, 115/42, 115/43, 115/44, 115/45, 115/46, 115/47, 115/48, 115/49, 115/50, 115/51, 115/52, 115/53, 115/54, 115/55, 115/56, 115/57, 115/58, 115/59, 115/60, 115/61, 115/62, 115/63, 115/64, 115/65, 115/66, 115/67, 115/68, 115/69, 115/70, 115/71, 115/72, 115/73, 115/74, 115/75, 115/76, 115/77, 115/78, 115/79, 115/80, 115/81, 115/82, 115/83, 115/84, 115/85, 115/86, 115/87, 115/88, 115/89, 115/90, 115/91, 115/92, 115/93, 115/94, 115/95, 115/96, 115/97, 115/98, 115/99, 115/100, 115/101, 115/102, 115/103, 115/104, 115/105, 115/106, 115/107, 115/108, 115/109, 115/110, 115/111, 115/112, 115/113, 115/114, 115/115, 115/116, 115/117, 115/118, 115/119, 115/120, 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Date: 19<sup>th</sup> of April 2021  
Name: NADIGADDA SHAFIYABI  
Roll Number: 17481A1254

Sub: Letter of Intent

Dear NADIGADDA SHAFIYABI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

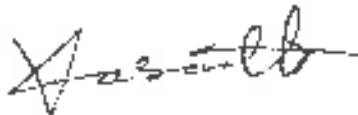
You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041833 Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

Date: 19<sup>th</sup> of April 2021  
Name: NADIGADDA SHAFIYABI  
Roll Number: 17481A1254

Sub: Letter of Intent

Dear NADIGADDA SHAFIYABI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

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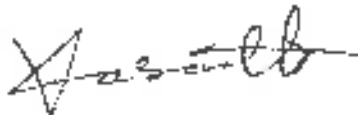
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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,



Authorized Signatory  
Human Resources Department

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L72300TN1998PLC041833 Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



Date: 29<sup>th</sup> of April 2021  
Name: NOWLURI GEETHA NAGA GOWRI  
Roll Number: 17481A1256

**Sub: Letter of Intent**

**Dear NOWLURI GEETHA NAGA GOWRI**

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory,  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 45-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC041031, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

HRD/3T/1001562935/21-22

September 5, 2021

Mr. CHARAN KUMAR OLETI

D:No-6/10,

Peddavedi

Gudivada-521301

India

Ph: +91-9493738922

Dear CHARAN,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**

**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.09.05 17:18:02 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

HRD/1001562935/21-22

September 5, 2021

Mr. CHARAN KUMAR OLETI  
D:No-6/10,  
Peddavedi  
Gudivada-521301  
India

Ph: +91-9493738922

Dear CHARAN,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **13-Sep-2021**.

### **Location**

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### **Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

## Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.



### **Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

**Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

**Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

**Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.09.05 17:18:02 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. CHARAN KUMAR OLETI			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. CHARAN KUMAR OLETI		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

17-12-16

17-12-61



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Date: March 02, 2021

To  
**Ms. Karuna Pathalapalli,**  
Visakhapatnam.

**Letter of Appointment**

Dear **Ms. Karuna Pathalapalli,**

Further to our discussion it gives us great pleasure in extending this offer of employment to you to work at **MiMomentous Software Pvt Ltd.** As a **Product Integration Engineer** & with effect from date, **March 15, 2021.** We request you to acknowledge with your acceptance on or before **March 06, 2021,** failing which this offer expires.

1. Your annual Gross salary will be **Rs.4,04,654 (Four Lakh Four Thousand Six Hundred and Fifty Four Rupees only)** per annum all inclusive. Your employment, with us will be governed by **Terms & Conditions** as detailed in the **Employment Agreement in Annexure-A.** The breakup of salary would be entitled to **ITRA and other allowances** and company policies as mentioned in **Annexure-B.**

2. Your place of work will be at **Visakhapatnam.** However, your services are transferable, and you may be assigned to any location in **India or abroad** where the company or anyone of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of services of that location.

3. The company will be working **5 days a week, twenty four hours a day.** You will be expected to attend office and work-expect travelling on business-assigned to you by your superiors. You will be required to work **5 days a week** and your weekly off may not necessarily be on weekends.

4. 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. The aim of this clause is to minimise unnecessary disruption of business.

Hill No-2, NDM-5EZ, Madhurawada, Ward-5, Vishakhapatnam – 530045.

Contact: 0893-2278299

P. Karuna





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5. Absence for a continuous period of 8 days without prior approval of your superior (including overstay of leave /training), would be treated as abandonment of service.

6. The salary shall be paid on 1<sup>st</sup> of every month.

7. You will be on probation for a period of 3 months from the date of joining. In this probation period your services may be terminated with the immediate effect. In probation period, you will be entitled with 3 leaves.

8. Completion of probation period, you are entitled to 24 days leave Per Annum.

9. Whilst employed by the company:

- ❖ You will be not permitted to undertake any other employment or engage in any external activities of a commercial nature without the prior written approval.
- ❖ You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.
- ❖ Except in the proper course of employment, or thereafter, you shall not divulge to any third party information regarding the affairs or business matters of the company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the company is deemed to be confidential.
- ❖ You confirm that you have disclosed fully all of your business interests in the company—whether or not they are similar to or in conflict with the business(s) or activities of the company, and all circumstances in respect of which there is, or there might be perceived, a conflict interests between IMomentous Software Pvt Ltd. and you or any immediate relatives. Also you agree to disclose fully and immediately to your company any such interests or circumstances which may arise during your employment.
- ❖ You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation etc, would warrant strong disciplinary action from the company.



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- ❖ Upon separation from the company, you will be required to immediately return the company, all the assets and property (including leased properties) of the company including documents, files, books, papers and memos in possession or custody.
- ❖ Any violation of the above mentioned or any other company procedures and policies would attract action as per company's disciplinary policy in force.

8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

**The terms of this offer are intended to be kept strictly confidential**

All other terms and conditions will be governed by the company's policies as stated from time to time.

Kindly sign and return a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and wish you every success in your career with IMomentous Software Pvt Ltd

With warm regards,

For IMomentous Software Pvt Ltd.

Manager HR

Date: March 04, 2021

I accept and agree

Name: Ms. Karuna Pathalapalli,

P. Karuna

Signature:

Date: March 04, 2021



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**ANNEXURE - B**

SALARY BREAK-UP OF Ms. Karuna Pathalapalli	
DESIGNATION	Product Integration Engineer 1
DIVISION	Technical Solutions
LOCATION	Visakhapatnam
ANNUAL SALARY	3,60,000
COMPANY PERFORMANCE LINKED BONUS	36,000
GRATUITY *	8,654
CTC	4,04,654
Break-up	
SALARY COMPONENTS	AMOUNT
Basic	15,000
HRA	6,000
Tax free Allowance	3,333
Meal Coupons	2,200
Mobile & Internet	2,000
News Paper	1,000
Special Allowance	467
MONTHLY SALARY	30,000
Annual Provident Fund	43,200
Note - Provident Fund, Professional Tax & Income Tax as per the presently applicable law	
Benefits	
Group Medical Insurance Policy Rs. 200,000	
* Annual Leave Encashment	
Free Lunch & Dinner	

With warm regards,

For IMmomentous Software Pvt Ltd.

Manager HR

Date: March 04, 2021

I accept and agree

Name: Ms. Karuna Pathalapalli,

P. Karuna

Signature:

Date: March 04, 2021

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential

**Date:07-Jul-2021**

**Sai Manju Peram  
C9727824**

**H NO-2-191,RAMALAYAM STREET, Pedda BazarT. NARASAPURAM, West Godavari  
9182608521**

Dear **Sai Manju Peram,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

A handwritten signature in black ink, appearing to read 'mzurale', with a horizontal line drawn through it.

Mahesh Vasudeo Zurale

Senior Managing Director

Lead, Advanced Technology Center, India

[ Insert full legal name]



## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

**Note: For International Worker Only\***

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## **ANNEXURE II**

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.



Date: 29<sup>th</sup> of April 2021  
Name: PERAM SAI MANJU  
Roll Number: 17481A1262

Sub: Letter of Intent

Dear PERAM SAI MANJU

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91,44,4299 2020 - web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC011033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



22-Mar-2021

**Dear Ponipireddy Vandana,**  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017160**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**



### Compensation and Benefits

**Name:** Ponipireddy Vandana **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



Date: 29<sup>th</sup> of April 2021  
Name: POTNURI DAKSHAYANI  
Roll Number: 17481A1267

Sub: Letter of Intent

Dear POTNURI DAKSHAYANI

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 45-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91 44 4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : L723007N1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)

17481A1269



## Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

1 message

InfyTQ <InfyTQ@infosys.com>

Mon 7 Dec, 2020 at 4:37 PM

To: vyshnavipuligadda19@gmail.com <vyshnavipuligadda19@gmail.com>



Dear Vyshnavi Puligadda,

Hope you are doing well,

**We are delighted to inform that you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at [infytq@infosys.com](mailto:infytq@infosys.com) or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ  
Infosys Limited



23-Mar-2021

Dear Puligadda Vyshnavi,  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017440**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**



### Compensation and Benefits

**Name:** Puligadda Vyshnavi **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



Date: 29<sup>th</sup> of April 2021

Name: RAJULAPATI ARAVINDA MANIKANTA

Roll Number: 17481A1272

**Sub: Letter of Intent**

Dear RAJULAPATI ARAVINDA MANIKANTA

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs. 12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation. (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory  
Human Resources Department

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**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042

Tel : +91-44-4208 7700 web : [www.allsectech.com](http://www.allsectech.com)

Corporate Identity Number : U72300TN1008PLC041033, Email : [contact-s@allsectech.com](mailto:contact-s@allsectech.com)



*Delivering vital solutions  
Mobile | Analytics | Technology*

Date: March 04, 2021

To  
Ms. Dhatri Ravi,  
Visakhapatnam.

**Letter of Appointment**

Dear Ms. Dhatri Ravi,

Further to our discussion it gives us great pleasure in extending this offer of employment to you to work at IMomentous Software Pvt Ltd. As a **Product Integration Engineer I** with effect from date, March 15, 2021. We request you to acknowledge with your acceptance on or before March 06, 2021, failing which this offer expires.

1. Your annual Gross salary will be **Rs.5,05,817** (Five Lakhs Five Thousand Eight Hundred and Seventeen Rupees only) per annum all inclusive. Your employment, with us will be governed by Terms & Conditions as detailed in the Employment Agreement in Annexure-A. The breakup of salary would be entitled to HRA and other allowances and company policies as mentioned in Annexure-B.

2. Your place of work will be at Visakhapatnam. However, your services are transferable, and you may be assigned to any location in India or abroad where the company or anyone of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of services of that location.

3. The company will be working 5 days a week, twenty four hours a day. You will be expected to attend office and work-expect travelling on business-assigned to you by your superiors. You will be required to work 5 days a week and your weekly off may not necessarily be on weekends.

4. 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. The aim of this clause is to minimise unnecessary disruption of business.



# MiMomentous

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5. Absence for a continuous period of 8 days without prior approval of your superior (including overstay of leave /training), would be treated as abandonment of service.

6. The salary shall be paid on 1<sup>st</sup> of every month.

7. You will be on probation for a period of 3 months from the date of joining, in this probation period your services may be terminated with the immediate effect. In probation period, you will be entitled with 3 leaves.

8. Completion of probation period, you are entitled to 24 days leave Per Annum.

9. Whilst employed by the company:

- ❖ You will be not permitted to undertake any other employment or engage in any external activities of a commercial nature without the prior written approval.
- ❖ You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.
- ❖ Except in the proper course of employment, or thereafter, you shall not divulge to any third party information regarding the affairs or business matters of the company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the company is deemed to be confidential.
- ❖ You confirm that you have disclosed fully all of your business interests in the company –whether or not they are similar to or in conflict with the business(s) or activities of the company, and all circumstances in respect of which there is, or there might be perceived, a conflict interests between IMomentous Software Pvt Ltd. and you or any immediate relatives. Also you agree to disclose fully and immediately to your company any such interests or circumstances which may arise during your employment.
- ❖ You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation etc, would warrant strong disciplinary action from the company.



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- ❖ Upon separation from the company, you will be required to immediately return the company, all the assets and property (including leased properties) of the company including documents, files, books, papers and memos in possession or custody.
- ❖ Any violation of the above mentioned or any other company procedures and policies would attract action as per company's disciplinary policy in force.

8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

**The terms of this offer are intended to be kept strictly confidential**

All other terms and conditions will be governed by the company's policies as stated from time to time.

Kindly sign and return a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and wish you every success in your career with IMomentous Software Pvt Ltd

With warm regards,

For IMomentous Software Pvt Ltd.

Manager HR

Date: March 04, 2021

I accept and agree

Name: Ms. Dhatri Ravi,

Signature:

Date: March 04, 2021



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**ANNEXURE - B**

SALARY BREAK-UP OF Mr. Dhatri Ravi	
DESIGNATION	Product Integration Engineer I
DIVISION	Technical Solutions
LOCATION	Visakhapatnam
ANNUAL SALARY	4,50,000
COMPANY PERFORMANCE LINKED BONUS	45,000
GRATUITY *	10,817
CTC	5,05,817
Break-up	
SALARY COMPONENTS	AMOUNT
Basic	18,750
HRA	7,500
Tax free Allowance	3,333
Meal Coupons	2,200
Mobile & Internet	2,000
News Paper	1,000
Special Allowance	2,717
MONTHLY SALARY	37,500
Annual Provident Fund	43,200
Note - Provident Fund, Professional Tax & Income Tax as per the presently applicable law	
Benefits	
Group Medical Insurance Policy Rs. 200,000	
*Annual Leave Encashment	
Free Lunch & Dinner	

With warm regards,

For IMomentous Software Pvt Ltd.

Manager HR  
Date: March 04, 2021

I accept and agree

Name: Ms. Dhatri Ravi,

Signature:  
Date: March 04, 2021





IT PLACEMENTS &lt;itplacementsinfo@gmail.com&gt;

---

**Fwd: Infosys Limited | Virtual Onboarding Survey**

1 message

---

**Mahesh** <maheshdravuri@gmail.com>  
To: itplacementsinfo@gmail.com

Fri, Jul 16, 2021 at 6:21 PM

17481A1275

----- Forwarded message -----

From: **Infosys Limited** <[offers@infosys.com](mailto:offers@infosys.com)>  
Date: Fri, 9 Jul, 2021, 5:56 pm  
Subject: Infosys Limited | Virtual Onboarding Survey  
To: [maheshdravuri@gmail.com](mailto:maheshdravuri@gmail.com) <[maheshdravuri@gmail.com](mailto:maheshdravuri@gmail.com)>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly [click here to update your details](#) at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited



## **APPOINTMENT LETTER**

**June 2, 2021**

Dear **LAKSHMI NARAYANA SANDADI,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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## 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

## 3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. [mywipro.wipro.com](http://mywipro.wipro.com)

## 4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

## 5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
  - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
  - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
  - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

## 6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.

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d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

**Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.**

#### **10. Training Agreement:**

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

#### **11. Notice Period & Termination:**

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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## 12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on \_\_/\_\_/\_\_

Name: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_/\_\_/\_\_

Place: \_\_\_\_\_

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## **ANNEXURE I**

### **DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

**Noted below are a few examples of conflict of interest:**

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature:**.....

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### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
  - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c) Unauthorized disclosure or communication of UPSI.
  - d) Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com)

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## **ANNEXURE II**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- a. processing my job application including background verification checks;
- b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature**.....

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**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name: LAKSHMI NARAYANA SANDADI**

**Career Group: TRB – II**

**Position : Project Engineer**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: \_\_/\_\_/\_\_\_\_

Signature:.....

Registered Office:

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#### **ANNEXURE – IV**

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

**Name:**

**Date:** \_\_/\_\_/\_\_

**Signature:**.....

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## **ANNEXURE – V**

### **Variable Pay - A BRIEF OVERVIEW**

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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## **SOME ADDITIONAL INFORMATION ON THE SALARY OFFER**

### **Basic, Additional Allowance and Bonus:**

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

#### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

#### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

#### **3. Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

#### **4. Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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## 5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

### **Retirement Benefits:**

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

- a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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### **Travel, Accommodation, Food & Other Miscellaneous Expenses**

#### **Travel**

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

#### **Accommodation, Food & other Miscellaneous Expenses**

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
  - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

**Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.**

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## **SUMMARY - SOCIAL SECURITY & OTHER BENEFITS\***

### **Medical**

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.  
If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

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#### Gratuity Benefit\*\*: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

#### Survivor Benefit Pension Program\*\*:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

I.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific pre-defined pension Accrual rate.

#### Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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## 1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

## 1. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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HRD/3T/1002138353/21-22

July 22, 2021

Mr. Sandadi Lakshmi Narayana  
2-100/A  
Dabbakupalli(V)  
Vijayawada-521402  
India

Ph: +91-9963425869

Dear Sandadi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.22 18:12:11 IST  
Reason: Digitally Signed  
Location: Bangalore

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HRD/1002138353/21-22

July 22, 2021

Mr. Sandadi Lakshmi Narayana  
2-100/A  
Dabbakupalli(V)  
Vijayawada-521402  
India

Ph: +91-9963425869

Dear Sandadi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **30-Aug-2021**.

### **Location**

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### **Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

## Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### **Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

**Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

**Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

**Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.22 18:12:11 IST  
Reason: Digitally Signed  
Location: Bangalore

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## ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Sandadi Lakshmi Narayana			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Sandadi Lakshmi Narayana		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



22-Mar-2021

**Dear Tadiyetti Navya Navya,**  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017192**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT Infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

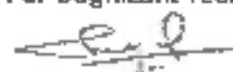
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

## Compensation and Benefits

Name: Tadisetty Navya Navya

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,600
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,600
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility inline with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



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Date: March 04, 2021

To  
Ms. Thammanna Jahnavi Naga Venkata Praneetha,  
Visakhapatnam.

Letter of Appointment

Dear Ms. Thammanna Jahnavi Naga Venkata Praneetha,

Further to our discussion it gives us great pleasure in extending this offer of employment to you to work sat **IMomentous Software Pvt Ltd.** As a **Product Integration Engineer** with effect from date, March 15, 2021. We request you to acknowledge with your acceptance on or before March 06, 2021, failing which this offer expires.

1. Your annual Gross salary will be **Rs.5,05,817** (Five Lakhs Five Thousand Eight Hundred and Seventeen Rupees only) per annum all inclusive. Your employment, with us will be governed by **Terms & Conditions** as detailed in the **Employment Agreement** in Annexure-A. The breakup of salary would be entitled to **HRA** and other allowances and company policies as mentioned in Annexure-B.
2. Your place of work will be at Visakhapatnam. However, your services are transferable, and you may be assigned to any location in India or abroad where the company or anyone of its associates or customers, conducts business. While on transfer you will be governed by the rules, regulations and conditions of services of that location.
3. The company will be working 5 days a week, twenty four hours a day. You will be expected to attend office and work-expect travelling on business-assigned to you by your superiors. You will be required to work 5 days a week and your weekly off may not necessarily be on weekends.
4. 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. The aim of this clause is to minimise unnecessary disruption of business.





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5. Absence for a continuous period of 8 days without prior approval of your superior (including overstay of leave /training), would be treated as abandonment of service.

6. The salary shall be paid on 1<sup>st</sup> of every month.

7. You will be on probation for a period of 3 months from the date of joining. In this probation period your services may be terminated with the immediate effect. In probation period, you will be entitled with 3 leaves.

8. Completion of probation period, you are entitled to 24 days leave Per Annum.

9. Whilst employed by the company:

- ❖ You will be not permitted to undertake any other employment or engage in any external activities of a commercial nature without the prior written approval.
- ❖ You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.
- ❖ Expect in the proper course of employment, or thereafter, you shall not divulge to any third party information regarding the affairs or business matters of the company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the company is deemed to be confidential.
- ❖ You confirm that you have disclosed fully all of your business interests in the company –whether or not they are similar to or in conflict with the business(s) or activities of the company, and all circumstances in respect of which there is, or there might be perceived, a conflict interests between IMomentous Software Pvt Ltd. and you or any immediate relatives. Also you agree to disclose fully and immediately to your company any such interests or circumstances which may arise during your employment.
- ❖ You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation etc, would warrant strong disciplinary action from the company.





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❖ Upon separation from the company, you will be required to immediately return the company, all the assets and property (including leased properties) of the company including documents, files, books, papers and memos in possession or custody.

❖ Any violation of the above mentioned or any other company procedures and policies would attract action as per company's disciplinary policy in force.

8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

**The terms of this offer are intended to be kept strictly confidential**

All other terms and conditions will be governed by the company's policies as stated from time to time.

Kindly sign and return a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and wish you every success in your career with IMomentous Software Pvt Ltd

With warm regards,

For IMomentous Software Pvt Ltd.

**Manager HR**

Date: March 04, 2021

**I accept and agree**

**Name: Ms. Thammana Jahnabi Naga Venkata Praneetha,**

**Signature:**

**Date: March 04, 2021**



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**ANNEXURE – B**

SALARY BREAK-UP OF Ms. Thammanz Jahnavi Naga Venkata Praneetha	
DESIGNATION	Product Integration Engineer 1
DIVISION	Technical Solutions
LOCATION	Visakhapatnam
ANNUAL SALARY	4,50,000
COMPANY PERFORMANCE LINKED BONUS	45,000
GRATUITY *	10,817
CTC	5,05,817
<b>Break-up</b>	
SALARY COMPONENTS	AMOUNT
Basic	18,750
HRA	7,500
Tax free Allowance	3,333
Meal Coupons	2,200
Mobile & Internet	2,000
News Paper	1,000
Special Allowance	2,717
MONTHLY SALARY	37,500
Annual Provident Fund	43,200
Note - Provident Fund, Professional Tax, & Income Tax as per the presently applicable law	
Benefits	
Group Medical Insurance Policy Rs. 200,000	
* Annual Leave Encashment	
Free Lunch & Dinner	

With warm regards,

For MiMomentous Software Pvt Ltd.

Manager HR  
Date: March 04, 2021

I accept and agree

Name: Ms. Thammanz Jahnavi Naga Venkata  
Praneetha,

Signature:  
Date: March 04, 2021

RefNo-MPH111 (X2021-0369)

Dear Geetha Naga Sai,

College Name: Gudlavallam Engineering College.

Greetings from Mphasis!

Please ignore the last email. Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

You will be offered the position of 'Associate Software Engineer' in Band 5, Level 2 with Mphasis. The gross compensation will be INR 4,00,000 (INR Four Lakhs only) per annum.

A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of INR 1,00,000 will be recovered from the employee.

You are required to work in any shift as per business requirement.

You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation.

You are required to perform any role within Applications Tower of Mphasis – Applications Development, Applications Testing, Application Production Support etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

Equal strengths in APPs, ITU and BPO

Being a flat, open and communicative organization

Organization ethos that encourages, promotes and rewards empowerment

Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations
2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.

4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

**Important Note:** It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

1. PAN card
2. Aadhar card
3. Passport

All semester marks sheets and graduation certificate

We look forward to welcoming you to The Mphasis Learning Academy. Should you need any further information, write to [campushires@mphasis.com](mailto:campushires@mphasis.com).

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at [mail.master@mphasis.com](mailto:mail.master@mphasis.com) and delete this mail from your records.



Date: 29<sup>th</sup> of April 2021  
Name: VUYYURU GEETHA NAGA SAI  
Roll Number: 17481A129D

**Sub: Letter of Intent**

**Dear VUYYURU GEETHA NAGA SAI**

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

**Authorized Signatory**  
**Human Resources Department**

---

**ALLSEC TECHNOLOGIES LTD.**

Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042  
Tel : +91-44-4299 7070 web : [www.allsectech.com](http://www.allsectech.com)  
Corporate Identity Number : U72300TN1998PLC041033, Email : [contactus@allsectech.com](mailto:contactus@allsectech.com)



**Offer: Computer Consultancy**

**Ref: TCSL/DT20206773209/Hyderabad**

**Date: 10/01/2021**

Ms. Supraja Yakkati  
4-183,Avanigadda,Krishna DistrictGaddevari Ramalayam Street,  
Opp Jayakrishna Motors,  
Vijayawada-521121,  
Andhra Pradesh.  
Tel# 91-6300795831

Dear Supraja Yakkati,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**

**TCSL/DT20206773209**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## **Loans**

You will be eligible for loans, as per TCSL's loan policy.

## **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

## **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.





### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.



including termination of traineeship/service without notice.

## 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents





- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



## **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Supraja Yakkati</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Gudlavalleru Engg. College, A P</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	





## Annexure 3

### Confidentiality and IP Terms and Conditions

#### Confidentiality and IP Terms and Conditions - Annexure 3:

##### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



## **2. Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## **3. Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.





#### **4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

July 4, 2021

HRD/1002131087/21-22

Ms. Kumkapalla Chinmai Devi  
D. No: 6/89, Peeda Veedhi,  
Near Kummari Cheruvu  
Gudivada-521301  
India

Ph: +91-9848334425

Dear Kumkapalla,

Congratulations! We are delighted to make you an offer as Systems Engineer Trainee and your role is Systems Engineer.

Here are the terms and conditions of our offer:

#### Joining

Your scheduled date of employment with us will be 19-Jul-2021.

#### Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

#### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Date:08-Jul-2021

To

Kumkapalla Chinmai Devi  
INDIA

Dear Kumkapalla Chinmai Devi,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

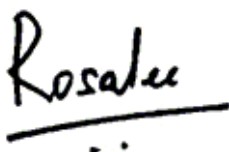
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus@mindtree.com](mailto:campus@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
**For Mindtree Limited**



**Rosalee M Kombial**  
**Vice President-People Function**

**Enclosed: Annexure to your Offer of Employment**

**Acceptance of the offer**

I, Kumkapalla Chinmai Devi, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	KUMKAPALLA CHINMAI DEVI

**Annexure 1**

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

**Name : Kumkapalla Chinmai Devi**

**Salary Grade : C1**

**Designation : ENGINEER**

**Stipend : INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



## Annexure 2

### Compensation stack effective from date of confirmation

**Name** : Kumkapalla Chinmai Devi

**Salary Grade** : C1

**Designation** : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

\*\*The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

## Annexure - 3

### Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification**.

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company**.

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

### 6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

## **7. Confirmation of Employment**

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

## **8. Background check & references**

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

## **9. Compensation and benefits**

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

## **10. Vacation and leave**

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

**10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.**

## **11. Termination of employment**

### **11.1 During Orchard Learning Program**

#### **a) Termination for cause**

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

#### **b) Termination for convenience**

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

## 11.2. After confirmation

### a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

### b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.



### **11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment**

- a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

### **12. Nature of employment**

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

**12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.**

### **13. Other Agreements**

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

#### **14. Transfer**

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

#### **15. Retirement and retirement benefits**

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

#### **16. Intellectual property**

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

## **17. Mindtree's Code of Conduct and Policies**

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

## **18. Tax implication**

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

## **19. Reimbursement of travel expense for joining Mindtree**

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

## **20. Personal Safety and conduct**

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

## **End of Annexure 3**

## Code of Conduct

### **Summary:**

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

### **Objective:**

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

### **Eligibility/Applicability:**

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

### **Code of Conduct :**

The policy details various scenarios under which Code of Conduct is monitored.

#### **1) Personal Interest v/s Mindtree's interest**

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

#### **2) Use of proprietary or confidential information of third party**

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

#### **3) Office for Profit**

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

#### **4) Vendor relationship**

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

#### **5) Using Mindtree's time and assets**

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

#### **6) Personal Relationship**

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

#### **7) Equal Opportunity**

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

#### **8) Dating/Romantic/Sexual Relationships**

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

## **9) Personal Behavior**

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

## **10) Breach of Discipline**

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

## 11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.





**Mindtree**

A Larsen & Toubro Group Company

## **12) Workplace Etiquettes**

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

## **13) Information Disclosure**

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

## **14) Information privacy**

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

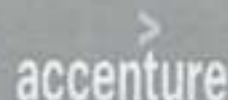
## **Agreed and Accepted**

**Signature :**

**Name :**

**Date :**

# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date: 26-Jun-2021

Chinmal Devi Kumka Palla  
C9886842

D. No. 6/89, near Kummarl Cheruvu, Pedda Veedhi, Gudivada.  
8848334425

Dear Chinmal Devi Kumka Palla,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group - Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 55% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

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Candidate's Signature

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.asc@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

**Pre-Onboard Learning Module:** To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 80% marks in each assessment test. In case are not able to score the required 80% in your first attempt, you will get two additional attempts where you will need to score a minimum of 85% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate Identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, Interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiancampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurela  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]

## ANNEXURE 1

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

#### (A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

#### (B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### (C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus:** of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

### Note: For International Worker Only\*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\* As defined by applicable law from time to time.

### Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
  - a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
  - b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
    - 10% of such claims for self, spouse and 2 dependent children
    - 20% of such claims for parents, parent's in-law and additional children under the separate insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000



In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

## **ANNEXURE II**

**Mandatory documentation at the time of onboarding:**

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

HRD/3T/1002135657/21-22

July 22, 2021

Mr. Haripreetham Sangoju  
41-29-24, Tirupathimedicals, 2Ndfloor, Chalasani Nagar,  
Ranigarithota, Krishnalanka  
Vijayawada-520013  
India

Ph: +91-9110792188

Dear Haripreetham,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.22 20:18:13 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

HRD/1002135657/21-22

July 22, 2021

Mr. Haripreetham Sangoju  
41-29-24, Tirupathimedicals, 2Ndfloor, Chalasani Nagar,  
Ranigarithota, Krishnalanka  
Vijayawada-520013  
India

Ph: +91-9110792188

Dear Haripreetham,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

### Joining

Your scheduled date of employment with us will be **30-Aug-2021**.

### Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

## Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### **Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

### **Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

### **National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

### **Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

**Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

**Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

**Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.



Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.22 20:18:13 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
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askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Haripreetham Sangoju			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
TOTAL GROSS SALARY				25,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Mr. Haripreetham Sangoju		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



28-Apr-2021

Dear Dasari Gayatri Devi,  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017443

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 80% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

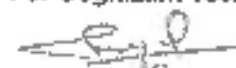
a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**

## Compensation and Benefits

Name: Dasari Gayatri Devi

Designation: Programmer Analyst  
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,600
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	8

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

\*\* **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of Incentive payout.

\*\*\* **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1966.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



17-12-20

**Offer: Computer Consultancy**  
**Ref: TCSL/CT20182476494/Hyderabad**  
**Date: 22/08/2021**

Ms. Gayatri Devi Dasari  
4/72 Lakshmi Nagar Colony,  
Pannamanu Road,  
Gudivada-521301,  
Andhra Pradesh.  
Tel# 91-9381131417

Dear Gayatri Devi Dasari,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer in Grade C1**. You will be assigned a role in the **TCS Digital (TCS Digital) Unit**, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential  
TCSL/CT20182476494

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1800 209 3113 Email: [careers@tcs.com](mailto:careers@tcs.com)



# GROSS SALARY SHEET

Annexure 1

Name	Gayatri Devi Dasari
Designation	Systems Engineer
Institute Name	Godavalkeru Engg. College, A.P.

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
<b>2) Performance Pay</b>		
Monthly Performance Pay	4,300	51,600
Quarterly Variable Allowance*	3,100	37,200
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	7,800
Provident Fund	1,800	21,600
Gratuity	721	8,656
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
<b>4) City Allowance</b>	400	4,800
<b>TOTAL GROSS</b>	<b>51,844</b>	<b>7,00,022</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 80,000</b>

\*Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

# Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HSB - Note: Rs. 7900 if the employee is Single. If the employee is married or married with children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\*Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for SoB (All Components in INR)



Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
<b>GROSS BOUQUET OF BENEFITS</b>	<b>26,522</b>	<b>3,18,264</b>



IT PLACEMENTS &lt;itplacementsinfo@gmail.com&gt;

---

**Fwd: Infosys Limited | Virtual Onboarding Survey 17481A12A0**

1 message

---

**Gayatri dasari** <gayatridasari0@gmail.com>  
To: Itplacementsinfo@gmail.com

Fri, Jul 16, 2021 at 2:51 PM

----- Forwarded message -----

From: **Infosys Limited** <[offers@infosys.com](mailto:offers@infosys.com)>  
Date: Fri, 9 Jul 2021, 5:32 pm  
Subject: Infosys Limited | Virtual Onboarding Survey  
To: [gayatridasari0@gmail.com](mailto:gayatridasari0@gmail.com) <[gayatridasari0@gmail.com](mailto:gayatridasari0@gmail.com)>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly [click here to update your details](#) at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

17-12A1



22-Mar-2021

Dear Pullepu Sravya Harini,  
B.Tech/B.E., Information Technology  
Gudlavalleru Engineering College, Gudlavalleru

**Candidate ID – 15017702**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,958/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 18,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs. 450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 80% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

I have read the offer, understood and accept the above mentioned terms and conditions.

**Signature:**

**Date:**



### Compensation and Benefits

**Name:** Pullapu Sravya Harin:

**Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	8

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

• **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

**\*\* Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

**\*\*\* Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



## APPOINTMENT LETTER

June 2, 2021

Dear SRAYYA HARINI PULLEPU,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

#### **Registered Office:**

Wipro Limited  
Doddakamallu  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1845PLC020800

Page 1

20688856



**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name: SRAYYA HARINI PULLEPU**

**Career Group: TRB – II**

**Position : Project Engineer**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

**Registered Office:**

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bangalore 560035  
India  
T : +91 (80) 2844 0011  
F : +91 (80) 2844 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020890



## Congratulations! You have cleared our Interview process

1 message

Campus Offers <Campus.Offers@mindtree.com>

Fri, 2 Jul, 2021 at 12:37 PM

[X]

Dear Talent,

Congratulations on clearing our selection process. You have been shortlisted to receive an offer for the role of Software Engineer at Mindtree!

Next steps are as follows:

1. Offer Release (7th July'2021 to 15th July'2021 tentatively)
2. Campus Connect Session (8th July'2021, 11:00 AM)

Please note the following:

- \* You will receive a mail from career.alert@mindtree.com<mailto:career.alert@mindtree.com>, once we start processing your offer. Please do not click Opt out or perform any actions when you receive the alert mail
- \* Offer should be signed digitally within 12 hours of receipt via email
- \* In case any malpractice, violation or ineligibility criteria is found it will lead to immediate disqualification from the process
- \* In case any malpractice, violation or ineligibility criteria is found after the offer is released/signed or after joining as well, it will lead to immediate revocation of offer or employment termination.

Regards,

Campus Talent Acquisition Team

Mindtree

[X]

<http://www.mindtree.com/emails/disclaimer.html>

HRD/3T/1002130958/21-22

July 22, 2021

Ms. Manogna Rekha Pamarthi  
3-234/B  
Old Sbi Road  
Vijayawada-521165  
India

Ph: +91-9704111328

Dear Manogna,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.07.22 18:17:37 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

HRD/1002130958/21-22

July 22, 2021

Ms. Manogna Rekha Pamarthi  
3-234/B  
Old Sbi Road  
Vijayawada-521165  
India

Ph: +91-9704111328

Dear Manogna,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

### **Joining**

Your scheduled date of employment with us will be **30-Aug-2021**.

### **Location**

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates\* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

*\* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

### **Training**

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



## Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

## Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

## Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

**Ex - Gratia / Bonus**

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

**Basket of Allowances (BOA)**

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

**National Pension Scheme**

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

**Insurance**

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

**Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

**Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

**Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your full Name                      Location

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.22 18:17:37 IST  
Reason: Digitally Signed  
Location: Bangalore

INFOSYS LIMITED  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
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askus@infosys.com  
www.infosys.com

**ANNEXURE - I**  
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Manogna Rekha Pamarthi			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY			15,000	
BASKET OF ALLOWANCES			4,478	
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850	
MONTHLY GROSS SALARY			22,328	
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150	
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary			1,800	
GRATUITY - 4.81% of Basic Salary*			722	
FIXED GROSS SALARY (1+2+3)			25,000	
TOTAL GROSS SALARY			25,000	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

**ANNEXURE - II**  
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME		Ms. Manogna Rekha Pamarthi		
ROLE		Systems Engineer		
ROLE DESIGNATION		Systems Engineer Trainee		
1. MONTHLY COMPONENTS				
BASIC SALARY				15,000
BASKET OF ALLOWANCES				4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,850
MONTHLY GROSS SALARY				22,328
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				150
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				722
FIXED GROSS SALARY (1+2+3)				25,000
4. INCENTIVE COMPONENTS				
		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)		1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)				26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)				27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)				30,000
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				



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July 4, 2021

HRD/3T/1002131314/21-22

Ms. Maredily Rajarajeswari  
House No:5-37,H.Nidhanumur,Naguluppala Padu(Mandal),  
Prakasam(Dist),  
Ongole-523183  
India

Ph: +91-9398626826

Dear Maredily,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities. None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Digitally signed by Richard Lobo  
DN: cn=Richard Lobo, o=Infosys Limited, ou=HR, email=richard.lobo@infosys.com  
Date: 2021.07.04 12:19:30 +05'30'  
Reason: Digitally signed  
Location: Bangalore

INFOSYS LIMITED  
CIN- L8510KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
www.infosys.com

### **Probation and Confirmation**

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

### **Leave**

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

### **Agreement**

Our offer to you as Systems Engineer is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

### **Compensation and Benefits**

#### **Salary**

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

#### **Training Performance - linked Incentive**

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### **Notice Period**

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

### **Background Checks**

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

### **Other Terms and Conditions**

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.



**ANNEXURE - II**  
(Compensation post Unit allocation)

**COMPENSATION DETAILS**  
(All figures in INR per month)

NAME	Ms. Mareddy Rajurajeswari		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,850
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
MONTHLY GROSS SALARY			22,328
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000
4. INCENTIVE COMPONENTS			
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000
OTHER BENEFITS			
Scheme	Eligible Amount in INR	Interest	Monthly Installments
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
			Margin Money (To be borne by the employee)
			Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time			
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act			

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## APPOINTMENT LETTER

July 10, 2021

Dear Mareddy Rajarajeswari,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

### **1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. 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.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

### **2. Compensation:**

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

### **3. Other Benefits:**

You will also be eligible for:



may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ("Confidential Information"). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order, from providing the services required under this employment contract. 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.
- d. Your appointment shall be treated as withdrawn in case:
  - i. You have not scored minimum aggregate marks of 60% in your 10<sup>th</sup> Standard or equivalent education.
  - ii. You have not scored minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
  - iv. For Post Graduates: You have not scored minimum aggregate marks of 80% in your graduation and 80% in post-graduation.
  - v. You have any pending backlogs/ arrears on the date of appointment.

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



received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependant member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

### **Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders**

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as 'UPSI') about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI" of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
  - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
  - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
  - c. Unauthorized disclosure or communication of UPSI.
  - d. Procuring any UPSI from others.
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to [policyclearinghouse@wipro.com](mailto:policyclearinghouse@wipro.com).

### **ANNEXURE II**

#### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000**

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

## ANNEXURE – V

### Variable Pay - A BRIEF OVERVIEW

#### **Variable Pay Policy Summary & Computation:**

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

### SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

#### **Basic, Additional Allowance and Bonus**

These are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

#### **House Rental Allowance:**

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

#### **Wipro Benefit Plan (WBP):**

Wipro Benefits Plan (WBP) is a basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

##### **1. Leave Travel Allowance:**

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

##### **2. Telephone/Mobile Phone Allowances:**

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exemption up to Rs. 15,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

1. **Medical Assistance Program (MAS)\*\*:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary slip is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

**Gratuity Benefit\*\*:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

**Survivor Benefit Pension Program\*\*:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic \* No of years to Retirement \* Grade Factor \* % based on number and age of surviving members.

i.e.  $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$  per month as supplementary pension payable. \*Grade Factor is a band specific predefined pension Accrual rate.

**Loans:**

**Interest Free Loan:** An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

**Contingency Loan:** An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

\*\* These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

## 1. Your Life and Accident Cover :

- Group Personal Accident Insurance (GPAI) Program:** Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement, or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- Group Term Life Insurance:** Rs. 14, 00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an Insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro → My Policies → India > My Financials → Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

Date: 19-Jun-2021

To

Mareddy Rajarajeswari  
INDIA

Dear Mareddy Rajarajeswari,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

*M. Rajarajeswari*

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

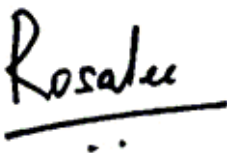
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus@mindtree.com](mailto:campus@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
**For Mindtree Limited**



**Rosalee M Kombial**  
**Vice President-People Function**





**Enclosed: Annexure to your Offer of Employment**

**Acceptance of the offer**

I, Mareddy Rajarajeswari, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	M. Rajarajeswari
Your Name in Capital letters	MAREDDY RAJARAJESWARI

**Annexure 1**

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

**Name : Mareddy Rajarajeswari**

**Salary Grade : C1**

**Designation : ENGINEER**

**Stipend : INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

## Annexure 2

### Compensation stack effective from date of confirmation

**Name** : Mareddy Rajarajeswari

**Salary Grade** : C1

**Designation** : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

*M. Rajarajeswari*



Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

\*\*The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

M. RajaRajeswari

## Annexure - 3

### Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification**.
2. The term, 'the Company' refers to Mindtree Limited.
3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company**.
4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**
5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

### 6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

*M. RajaRajeswari*



Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

## **7. Confirmation of Employment**

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

## **8. Background check & references**

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

*M. RajaRajeswari*

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

## **9. Compensation and benefits**

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

*M. RajaRajeswari*

## 10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

**10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.**

## 11. Termination of employment

### 11.1 During Orchard Learning Program

#### a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

#### b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

*M. RajaRajeswari*

## 11.2. After confirmation

### a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

### b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

M. RajaRajeswari

### **11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment**

- a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

### **12. Nature of employment**

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

**12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.**

### **13. Other Agreements**

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

*M. RajaRajeswari*



#### **14. Transfer**

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

#### **15. Retirement and retirement benefits**

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

#### **16. Intellectual property**

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

*M. RajaRajeswari*

## **17. Mindtree's Code of Conduct and Policies**

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

## **18. Tax implication**

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

## **19. Reimbursement of travel expense for joining Mindtree**

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

## **20. Personal Safety and conduct**

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

## **End of Annexure 3**

*M. RajaRajeswari*

## Code of Conduct

### **Summary:**

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

### **Objective:**

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

### **Eligibility/Applicability:**

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

### **Code of Conduct :**

The policy details various scenarios under which Code of Conduct is monitored.

#### **1) Personal Interest v/s Mindtree's interest**

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

#### **2) Use of proprietary or confidential information of third party**

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

#### **3) Office for Profit**

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

#### **4) Vendor relationship**

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

#### **5) Using Mindtree's time and assets**

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

#### **6) Personal Relationship**

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

#### **7) Equal Opportunity**

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

#### **8) Dating/Romantic/Sexual Relationships**

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

## **9) Personal Behavior**

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

## **10) Breach of Discipline**

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

## 11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

## 12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

## 13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

## 14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

## Agreed and Accepted

Signature : 

Name : Mareddy Rajarajeswari

Date : Jun 19, 2021



Letter of Intent (LOI)

26 October 2020

**Maneesha Alaparthi**  
**Gudlavalleru Engineering College**  
**Vijaywada**

**Dear Maneesha Alaparthi,**

We are pleased to inform you that you have successfully cleared the Campus pre-selection process and have been provisionally shortlisted for employment as **"Graduate Engineer Trainee"** subject to the conditions below.

As the next step, you will undergo and successfully clear our Industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI , ML, Analytics, PEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon Joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

1. **Graduate Engineer Trainee** - You will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.3.50 Lacs per annum.

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the company's officials who are

authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

**HEXWARE TECHNOLOGIES LTD.**

Head Office: Block No. 153 - Hilltoppur Business Park, Sector - II, MIDC, TID Industrial Area - Mysuru,  
 Karnataka, 575002. Tel : +91 22 5721 3555, Fax : +91 22 5721 3543  
 E-MAIL : [careers@hexaware.com](mailto:careers@hexaware.com) URL : [www.hexaware.com](http://www.hexaware.com)

As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to [campusconnect@hexaware.com](mailto:campusconnect@hexaware.com) confirming your acceptance to joining Hexaware. You shall sign the "Non- Disclosure Agreement" (NDA) and you shall abide by the terms and conditions mentioned therein.

Yours faithfully,  
For **HEXAWARE TECHNOLOGIES LIMITED**

*Monica Mathur*

**Monica Mathur**  
Vice President, Recruitment-India & APAC

*A. Manoj*



22-Mar-2021

Dear Alaparthi Maneesha,  
B.Tech/B.E., Information Technology  
Gudlavalluru Engineering Collage, Gudlavalluru

**Candidate ID – 15017509**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

- On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.450,740/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 9 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT Infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

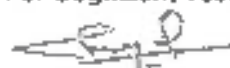
### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,  
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar  
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

## Compensation and Benefits

Name: Alaparhi Maneesha

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>350,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity: on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

**Leave & Vacation:**

- From the Date of your joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".

• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

**Employees State Insurance:**

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.

• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.

• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), If the Associate contributes even for one month in the said contribution period.

• **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

• **\*\* Incentive Indications:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1985.

**Note:** Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



**Offer: Computer Consultancy**

**Ref: TCSL/DT2018444429/Hyderabad**

**Date: 11/01/2021**

Ms. Maneesha Alaparthi  
 Kanuru, Vijayawada, D-No: 6-66 Uma Shanker Nagar,  
 Kanuru,  
 Vijayawada-520007,  
 Andhra Pradesh,  
 Tel# 91-8125526610

Dear Maneesha Alaparthi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our Initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,33,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**

**TCSL/DT2018444429**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





# GROSS SALARY SHEET

Annexure 1

Name	Manoosha Alaparthi
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalluru Engg. College, A.P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,846	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,416</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		Up to 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid over a quarterly basis upon successful completion of the TCS Xplore Program

\*\* The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIA - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3800/- per beneficiary needs to be added to the above mentioned amount

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	600	8,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,846</b>	<b>91,752</b>



July 27, 2021

HRD/3T/21-22/1002132000

Ms. Maneesha Alaparthi

Candidate ID: 1002132000

Near Gudivada, Ventrappagada, D:No:3-27

Near Gudivada, Ventrappagada, D:No:3-27

Gudivada- 521263

Gudivada

India

Ph: (91) 63030 84119

Dear Maneesha,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

**RICHARD LOBO****EVP and Head Human Resources – Infosys Limited**

07/07/2021

Gmail - EPAM Recruitment - Survey On Preferred Technology



alaparthi maneeshha &lt;alaparthi.maneeshha@gmail.com&gt;

**EPAM Recruitment - Survey On Preferred Technology**

1 message

Shared EPAM-RDIN Hiring &lt;epam-rdin\_hiring@epam.com&gt;

Mon, Jul 5, 2021 at 6:48 PM

BCC is intentional :**HIRING PROCESS**

Dear Participants,

Hope you are doing good and staying safe!

We are excited to announce that you are through with all the rounds of interview. Congratulations on clearing the Hiring Process.

As part of pre-onboarding process, we would like to get preferred technology you want to work for. However EPAM will take a final decision in allocation of technology based on the project demand we have.

Please choose the technology you would like to work for in epam, from the below list, if offered and onboarded. You will undergo 3 months training program on the technology you will be assigned.

Please use the below link to submit your response by today end of the day.

<https://forms.office.com/Pages/ResponsePage.aspx?id=0H1btw9QJkyKafIJ62IJHTDBk1-rJ0BPcaWrRYU2oS5UQ1BTNFRCV1e4TEdFVjdVkeXTQVJMFJWVC4u>

Q7NJ/2021

Email - EPAID Recruitment - Survey On Preferred Technology



RAJESH GANNAMANI

Recruiter

Hyderabad, India: [epqm.com](mailto:epqm.com)

CONFIDENTIALITY CAUTION AND DISCLAIMER

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# YOU'RE ONE OF A KIND. YOU'RE AN #EPAMER!



## Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success and we are committed to providing numerous opportunities for smart, self-motivated, pro-active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next-gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through [www.welcome.epam.in](http://www.welcome.epam.in) to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgment on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle-free. In case you have more questions, or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

### EPAM Systems India Private Limited

CORP. OFFICE (HYDERABAD): Salarpuria Sabva Knowledge City, 10th, 11th & 12th Floors, Unit 2B3, Plot No. 2, Phase 1, Survey No. 83/1, Raichur Village, Serilingampally Mandal, Rangareddy District, Hyderabad, Telangana - 500081, INDIA. Ph.: +91 40 4797 9988. GSTIN: 64AAACW2012R1Z6

PUNE: SmartWorks Business Center Pvt Ltd, Suite 8, Level 1, West Wing, Nyar' Unifree, Sainrat Ashok Road, Vardada, Pune, Maharashtra - 411006, INDIA. Ph.: +91 20 4913 6000. GSTIN: 27AAACW2012R2Z4

CIN: U74140TG1997PTC028582  
E-mail: [corporateindia@epam.com](mailto:corporateindia@epam.com)  
[www.epam.com](http://www.epam.com)

Jul 11, 2021

To,

Maneesha Alaparthi,  
Near VijayaLakshmi Theater  
Opposite Patha Petrol Bunk, Kodanda Ramalayam Road  
D.no: 1-122, Kantipadu  
Krishna District, Andhra Pradesh - 521121

Dear Maneesha Alaparthi,

**Sub: Offer of Appointment as Intern**

Congratulations!!

Subsequent to the discussion we had recently with you, we are pleased to offer you an Internship with EPAM Systems India Private Limited (the **Company**) as per the terms and conditions mentioned below:-

**1. DATE OF JOINING**

Your Internship will commence from **Aug 02, 2021** for a duration of **04 months** ending on **December 03, 2021**

**2. DESIGNATION**

Intern

**3. COMPENSATION**

During your Internship period, you shall be eligible for a Stipend of **INR 15,000 (Rupees Fifteen Thousand Only)** per month with applicable statutory deductions as detailed in Annexure-I

**4. LEAVE**

You will be entitled to 12 Days leave in a calendar year on a monthly accrual basis (1 per month).

**5. Holidays**

Interns based out of Hyderabad, Pune and Bengaluru location are entitled to 9 Mandatory and 3 Open Optional Holidays can be availed as per the Intern's choice on any day in the year for regional festival/personal event. Interns working out of client locations shall follow the client holiday calendar.

- Interns joining between January - March are entitled to all three optional holidays for the first calendar year.
- Interns joining between April - September are entitled to two optional holidays for the first calendar year.
- New Interns joining between October - December are entitled to one optional holiday for the first calendar year.

## 6. Working Hours

The Company follows 05 working days a week, with Saturday and Sunday as weekly days off for General shift Interns. The core working hours are from 9 AM to 6 PM. These working hours and working days may vary depending on project requirements and at the Company's discretion with reasonable notice, in accordance with applicable laws. If you are designated to work shifts, you shall be eligible for shift allowance as per Company policy.

## 7. PLACEMENT OF WORK.

- i) Your place of work will be at Hyderabad.
- ii) You may be required to work in any Position, Department or Shift as you may be assigned from time to time.
- iii) During your Internship, you may be transferred to any of the establishments of the Company or its associated Companies in which case you will be governed by the rules and regulations applicable to that establishment.

## 8. INSURANCE BENEFITS

You shall be covered under the following Insurance benefits from the date of joining

<b>Group Medical Health Insurance</b>	Medical Insurance covering 1 + 6 (Self + Spouse + 03 Children + 02 Parents/ Parents-In laws) for INR 10,00,000/- family floater per annum. Intern contribution INR 5,500 per year which will be deducted in 1st month payroll on pro-rata basis from your date of joining to 31st Dec. Contribution amount will be considered as tax exemption under sec 80 D
<b>Group Personal Accidental Insurance</b>	Level A1 to A4 & B1 – INR 15 Lakhs; Level A5, B2 & B3 – INR 25 Lakhs; Level B4 & above – INR 35 Lakhs at company cost
<b>Term Life Insurance</b>	Term Life Insurance at the Company's cost for a minimum sum of INR 20 Lakhs or 3 X of yearly gross salary, whichever is higher

## 9. SECRECY

- i) Your Internship is a full-time assignment and you shall devote your whole time and attention to the interest of the Company and shall not engage yourself in any other business/occupation, whatsoever.
- ii) You shall not conduct yourself in any manner inconsistent with the position or responsibility occupied by you.
- iii) You shall not, at any time, during your Internship or thereafter, disclose to any person, firm or Company any information concerning the affairs of the Company or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.
- iv) You are required to sign the non-disclosure agreement in the prescribed format which shall form a part of these terms and conditions.

## 10. Key policies, procedures and practices

During your Internship with EPAM (and where applicable after your Internship has terminated), you must comply with all of the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) EPAM policies and procedures on, and any other obligations relating to, anti-bribery



and corruption. Failure to do so may result in disciplinary action being taken against you.

You should familiarize yourself with all policies and procedures that apply to your grade and business area as set out on intranet: [info.epam.com](http://info.epam.com)

## 11. STATUTORY

All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as a change in service condition(s) and therefore no notice of such change will be provided to you. However, the Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

**Gratuity** - Upon cessation of Internship and, if applicable, subsequent employment after completion of continuous service of at least five (4) years and 182 days with the Company, you will be eligible for a gratuity as per the Payment of Gratuity Act 1972. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

**Provident Fund**- You will be covered under the Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation. Your contribution towards PF will be made from your monthly stipend.

**ESIC** (Employees' State Insurance Corporation) - In the event that you are eligible, you will be covered under the Employees' State Insurance Act, according to which the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

## 12. Internship to Full Time Employee (FTE): \_\_\_\_\_

If you meet the criteria below and subject to sufficient business need, the expectation is that the Company will consider you for a full time employee position at the end of your internship. The Company will assess your performance based on the below criteria:

- i) a minimum performance review rating "Meets Expectation" (on scale of 5 rating and 5 being highest)
- ii) your successful completion of graduation from your respective College/University, and
- iii) your ongoing, active engagement with the Company (Not Resigned/On-notice) on the review date.

Please refer to Annexure -II for FTE Terms and conditions.

## 13. TERMINATION OF SERVICE

- i) This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of Interest. In addition to these terms and conditions stated in the above documents, there are other Company policies and procedures which you agree to observe and follow during your Internship and, if applicable, subsequent employment with EPAM. These Company policies and procedures may be varied from time to time.

- i) If at any time, in the opinion of the Company, which shall be final, you are deemed insolvent or are found to be guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status and the post you hold in the Company's interests or of violation of one or more terms of this letter, your services may be terminated immediately.
- iii) You have been offered this position on good faith that all the information and documents provided by you at the time of engagement for this Internship are true and correct. Your continued engagement is contingent upon satisfactory background verification. EPAM reserves the right to terminate your engagement without notice if the information and documents provided by you are found incorrect. EPAM warrants the right to recover the costs incurred to perform the check and withhold your salary thereby.
- iv) **Absences from Work:** Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and/or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your Internship.

#### 14. Notice Period

During the Internship program, your services can be terminated by giving 10 days' notice in writing or payment of stipend in lieu of notice on either side. In case of shorter notice, the liability will be restricted to payment for the proportionate period which falls short of the notice period. If during the notice period you are absent without permission, your services can be terminated without any notice. Any reduction/waiver of the notice period shall be at the sole discretion of the Company. The Company may adjust the balance of annual leave, while granting such a reduction/waiver.

#### 15. RULES & REGULATIONS

During your Internship, you will be governed by the rules, regulations of service and orders of the Company that may be in force and which may be amended, altered or extended from time to time. Your acceptance of this offer carries with it your agreement to observe all such rules, regulations and orders.

This offer will automatically lapse if not accepted within one (1) week from the date of this letter.

#### 16. RETIREMENT

You shall automatically retire from the services of the Company on attaining the age of 60 years and shall have no claim to be continued in the services of the Company thereafter.

**You are requested to submit a copy of all the below mentioned documents. All the documents are mandatory to submit on the day of your joining:**

- i) Certificates in proof of your educational qualifications (X, XII, Graduation, Masters for the years/semesters completed)
- ii) Address and ID proof (Passport & PAN)
- iii) Four passport size photographs (the background should be white)
- iv) Resume

You are requested to report for duty formally on or before **Aug 02, 2021** at **10:30 AM**.

**ANNEXURE-I- INTERN**

**Name of the Intern** : Mansesha Aleparthi  
**Designation** : Intern

Components	Per Month	Per Annum
Base Salary (A)	12600	151200
Employer PF	1800	21600
Employer ESI	600	7200
<b>CTC</b>	<b>15000</b>	<b>180000</b>
Intern PF	1800	21600
Intern ESI	221	2652
<b>Gross Deduction (B)</b>	<b>2021</b>	<b>24252</b>
<b>Net Pay (A-B)</b>	<b>10579</b>	<b>126948</b>

## ANNEXURE-II

### DATE OF JOINING

Your FTE will commence from **Dec 06th, 2021**.

### DESIGNATION

Junior Software Engineer

**NOTICE PERIOD :** Your services can be terminated by giving 60 days' notice, in writing or payment of salary in lieu of notice on either side. In case of shorter notice, the liability will be restricted to payment for the proportionate period which falls short of the notice period. In case you opt to take leave during the notice-period, the notice period will be extended by the period of leave taken. If during the notice period you are absent without permission, your services can be terminated without any notice. Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust the balance of annual leave, while granting such a reduction/ waiver.

**LEAVE:** You will be entitled to 20 days' leave in a calendar year on a monthly accruals basis. If your joining is in between a calendar year, the said number of leaves shall be pro-rated. You can utilize advance leave against accrued leaves to a maximum of 5 days in 6 months, Jan to November 1.7 days per Month, December 1.8 days.

**COMPENSATION:** Your total salary per annum is INR 6,00,000 (Rupees Six Lakh Only). Details of your salary structure are given below.

### FTE Compensation Break up

Components	Per Annum	Per Month
Basic	171,380	14,280
HRA	68,544	5,712
Bonus (Statutory)	18,800	1,400
Other Allowances	913,458	26,121
Gross	570,182	47,513
PF - Employer's Contribution	21,800	1,800
Gratuity	8,238	687
Fixed Compensation	600,000	50,000
Cost to Company	600,000	50,000

**Other Allowances:**

Other allowances includes Flexible benefits as a component to your salary structure that you can select from the list below to avail of tax benefits per the Income Tax Act provisions and as provided for in the payroll structure/policy of the company. Conditions and limitations may apply.

Lunch Allowance	Maximum of INR 2200/- per month
Telephone & Internet	Maximum of INR 2000/- per month
Children Education	Maximum of INR 100/- for education and INR 300/- for boarding expenses per child and for a maximum of two children
Leave Travel Assistance	Leave Travel Allowance is allowed twice in a block of four years as stipulated in the Income Tax Act
Business Attire	Maximum of INR 1000/- per month
Professional Development	Maximum of INR 1000/- per month
National Pension Scheme	Maximum 10% of Basic per month

Thanking you,

Yours faithfully

For EPAM Systems India Private Limited

SRINIVAS

MUMMAREDDY

Srinivas Reddy  
Managing Director

Digitally signed by  
SRINIVAS MUMMAREDDY  
Date: 2021.07.10 15:35:46  
+05'30'

**OFFER LETTER ACCEPTANCE:**

No signature is required from upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer of employment has been made. An acknowledgment of receipt of the acceptance will be sent to you. This contract is legally binding based on the laws of India.



**Offer: Computer Consultancy**

**Ref: TCSL/DT20184444453/Hyderabad**

**Date: 31/10/2020**

Ms. Naga Mallika Dusanapudi  
14-51/A,  
Vinayaka Street,  
Ravigunta-521324,  
Andhra Pradesh.  
Tel# 91-9705457801

Dear Naga Mallika Dusanapudi,

**Sub: Letter of Offer**

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**

**TCSL/DT20184444453**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:



## **1. Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## **2. Higher Hospitalisation**

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## **Maternity Leave**

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## **Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## **Loans**

You will be eligible for loans, as per TCSL's loan policy.

## **Professional Memberships**

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

## **9. Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## **11. Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.





### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.



including termination of traineeship/service without notice.

## 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents





- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## **20. TCS Xperience Program**

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## **21. Letter of Appointment**

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## **22. Rules and Regulations of the Company**

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## **23. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



## **24. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Naga Mallika Dusanapudi</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Gudlavalleru Engg. College, A P</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

TCS Confidential

TCSL/DT20184444453

13

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## Annexure 2

<b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	<b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
<b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	<b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
<b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	<b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
<b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	<b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
<b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
<b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	





## **Annexure 3**

### **Confidentiality and IP Terms and Conditions**

#### **Confidentiality and IP Terms and Conditions - Annexure 3:**

##### **1. Confidential Information**

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



## **2. Associate's Obligations**

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## **3. Intellectual Property Rights**

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.





#### **4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



## **9. Equitable Rights**

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## **10. General**

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

1748/A1282



## HackWithInfy 2020: Pre-placement Interview Results

! message

HackWithInfy <HackWithInfy@infosys.com>  
To: nagamalika.d@gmail.com <nagamalika.d@gmail.com>

Fri, 13 Nov 2020 at 8:12 pm



Dear Nagamalika Dasgupta,

Hope you and your loved ones are doing well.

Thank you for participating in the pre-placement interview that was offered to you for your remarkable performance in HackWithInfy 2020. The evaluation for the pre-placement interview round has been completed.

Congratulations! You have been shortlisted for the Systems Engineer-Specialist role at Infosys after successfully clearing the pre-placement interview round.

In case you have any query, please write to us at [HackWithInfy@Infosys.com](mailto:HackWithInfy@Infosys.com). Please note, HackWithInfy related mails to any other Infosys email address will not be responded to.

We will share the joining process with you in the due course of time. We look forward to welcome you into our Infosys family.

Stay safe. Stay strong.

Warm regards,

Team HackWithInfy  
Infosys Ltd.



**PRIVATE & CONFIDENTIAL**

**February 22, 2021**

Dusanapudi Nagamallika  
14-15/A, Ravigunta, Bantumilli mandal,  
Krishna District, Andhra Pradesh-521329

**LETTER OF INTERNSHIP (TRAINEE)**

Dear **Dusanapudi Nagamallika,**

On behalf of the entire Wiley community, we would like to formally welcome you to the mthree Internship Program, in partnership with Wiley India Pvt Ltd.

During your application process, you have already shown how talented, motivated, and driven you are. Becoming an mthree intern will now empower you to translate your excellent academic knowledge to becoming a first class, job ready graduate. This program supports final year students/graduates like you and will help you to progress yourself into a strong candidate for an elite role, through one of mthree's prestigious FinTech clients.

Led by our subject matter experts, mthree in partnership with Wiley delivers cutting-edge, role-specific technology training. You will be engaged in a supportive environment that promotes open discussions, collaboration, and intensive learning as a team. Additionally, once you successfully complete your internship training, you may secure your very first graduate role in technology via the mthree Alumni Program.

As an mthree intern, Wiley agrees to provide the training course to you for a specified period, which shall normally be **up to 7 weeks**. Your training will start from **February 22, 2021**.

You agree to attend the training six days a week (Monday to Friday full day, Saturday half day) at times stipulated by mthree and Wiley. You agree to devote your full time, attention and abilities to the tasks and assignments set out in the training course.

You agree to comply with our procedures and standards, including health and safety and equal opportunities at all times during the training course. During the training course, you may have access to confidential information in relation to the trainer or its clients. You agree not to use or disclose this information to any person either during the period of the training course or at any time afterwards. During your training, it is expected that you will be 100% committed to the training course. Subject to the successful completion of the training course, mthree and Wiley will work to secure you interviews with a prestigious client of mthree, and if successful, you would then join the mthree Alumni Programme, at terms then communicated to you. As an mthree Alumni, you will be deployed at the client site and your place of work will be **Bengaluru/Mumbai or other locations that you have pre-agreed to**.

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**CORPORATE OFFICE:**

1402, 14th Floor, World Trade Tower,  
Plot No. C-1, Sector - 16, NOIDA - 201301  
T: +91 120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India  
Registered office address: 4435/7, Ansari Road, Daryaganj, New Delhi 110002, India  
CIN No: U74939DL1999PTC000286

# WILEY

You will not be offered an opportunity to interview for a placement if:

1. You do not commence your training course;
2. You commence training, but do not attend your training course for its duration or fail to follow mthree's reasonable requests; or
3. You fail to meet the standards required on the training course, which is determined by assessments and at mthree's and Wiley's sole discretion.

Nothing contained herein shall be construed as giving rise to a Contract of Employment between Wiley / mthree and you. Further, by execution of this Agreement you fully understand and appreciate that nothing contained herein shall be construed as an offer and/or guarantee of employment by Wiley / mthree.

It is hereby again clarified that nothing contained in this Agreement nor any actions taken by or arrangements entered into between Wiley / mthree and you shall be construed as or deemed to create any partnership or joint venture or employer-employee relationship between Wiley / mthree and you. It is clearly understood by you that you are not an employee of Wiley / mthree. Hence, you will not be entitled to any fringe benefits, including health insurance benefits, paid vacation, or any other employee benefits or other statutory benefits. No payments under this Agreement shall be deemed to be compensation or salary to you entitling you to any employee benefits from Wiley / mthree. You acknowledge and understand that you are not covered by Wiley / mthree's worker's compensation or any other insurance of Wiley / mthree. You hereby agree to indemnify Wiley / mthree against any tax, levy, penalty, damage or compensation which Wiley / mthree may be liable to deduct, withhold or pay because of you being held under the law of any country to be an employee of Wiley / mthree.

Overall, the training's objective is to prepare you for both interviews with our clients and ensure you are equipped with the skills to work in the prestigious financial services sector. If you are as excited as we are, please go ahead signing this Agreement and we look forward to seeing you in the Training Academy!

Signed for and on behalf of Wiley India Private Limited by

Signature of Authorised Signatory.....

Name and Designation of Authorised Signatory **VIKAS GUPTA, MANAGING DIRECTOR**

I accept the terms outlined in this Contract.

Signature of Intern.....

Name of Intern : **Dusanapudi Nagamallika**

---

## CORPORATE OFFICE:

1402, 14th Floor, World Trade Tower,  
Plot No. C-1, Sector - 16, NOIDA - 201301  
T + 0120 6291100

csupport@wiley.com | www.wiley.com | www.wileyindia.com

Wiley India Pvt. Ltd. is a private limited company registered in India  
Registered office address: 4438/7, Ansari Road, Daryaganj, New Delhi 110002, India  
CIN No: U74999DL1999PTC000286

Date:08-Jul-2021

To

Nagamallika Dusanapudi  
INDIA

Dear Nagamallika Dusanapudi,

**Sub: Offer of Training and Employment**

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.



2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

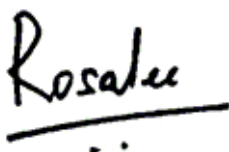
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at [campus@mindtree.com](mailto:campus@mindtree.com).

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,  
**For Mindtree Limited**



**Rosalee M Kombial**  
**Vice President-People Function**

**Enclosed: Annexure to your Offer of Employment**

**Acceptance of the offer**

I, Nagamallika Dusanapudi, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	NAGAMALLIKA DUSANAPUDI

**Annexure 1**

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

**Name : Nagamallika Dusanapudi**

**Salary Grade : C1**

**Designation : ENGINEER**

**Stipend : INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

## Annexure 2

### Compensation stack effective from date of confirmation

**Name** : Nagamallika Dusanapudi

**Salary Grade** : C1

**Designation** : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
<b>Annual Gross</b>	<b>352,008</b>
Bonus / Variable Compensation**	48,000
<b>Annual Cost to Company</b>	<b>400,008</b>

\*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

\*\*The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

## Annexure - 3

### Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification**.
2. The term, 'the Company' refers to Mindtree Limited.
3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company**.
4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**
5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

### 6. Orchard Learning Program

- 6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.
- 6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.
- 6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.
- 6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

## **7. Confirmation of Employment**

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

## **8. Background check & references**

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

## **9. Compensation and benefits**

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum. Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.



## **10. Vacation and leave**

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

**10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.**

## **11. Termination of employment**

### **11.1 During Orchard Learning Program**

#### **a) Termination for cause**

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

#### **b) Termination for convenience**

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

## 11.2. After confirmation

### a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

### b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3) months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.
2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.
3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

### **11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment**

- a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

### **12. Nature of employment**

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

**12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.**

### **13. Other Agreements**

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

#### **14. Transfer**

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

#### **15. Retirement and retirement benefits**

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

#### **16. Intellectual property**

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

## **17. Mindtree's Code of Conduct and Policies**

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

## **18. Tax implication**

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

## **19. Reimbursement of travel expense for joining Mindtree**

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

## **20. Personal Safety and conduct**

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

## **End of Annexure 3**

## Code of Conduct

### **Summary:**

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

### **Objective:**

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

### **Eligibility/Applicability:**

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

### **Code of Conduct :**

The policy details various scenarios under which Code of Conduct is monitored.

#### **1) Personal Interest v/s Mindtree's interest**

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

#### **2) Use of proprietary or confidential information of third party**

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

#### **3) Office for Profit**

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

#### **4) Vendor relationship**

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

#### **5) Using Mindtree's time and assets**

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

#### **6) Personal Relationship**

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

#### **7) Equal Opportunity**

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

#### **8) Dating/Romantic/Sexual Relationships**

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

## **9) Personal Behavior**

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

## **10) Breach of Discipline**

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."



In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

## 11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

## 12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

## 13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

## 14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and <https://www.mindtree.com>.

## Agreed and Accepted

**Signature :**

**Name :**

**Date :**

# UOLO EDTECH PRIVATE LIMITED

Registered office: Plot No-4-1006, Rajagandhi Apartment Sector 10, Dwarka, Delhi-110075 IN  
CIN: U74399DL2022PT0360472, email: pallav.pandey@uolmail.com, Ph: +91 9811287487

## **STANDARD TERMS OF APPOINTMENT**

### **1. DUTIES AND RESPONSIBILITIES**

1.1 The Company will expect you to work with a high standard of initiative, efficiency and economy.

1.2 It is specifically understood by you that during terms of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, rendered services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether a third party is engaged in similar business or otherwise.

1.3 You shall not give out to anyone during the period of your service and even afterwards by word of mouth or otherwise, particulars or details of our development or other processes, technical know-how, security arrangements, administrative and / or organizational matter of confidential or secret nature, which may be your privilege to know by virtue of your being our employee.

1.4 You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs to enable you to perform the service. This excludes only such information as is already known to the public which also you will not reveal, use or disclose except with prior written permission of the Company. Your obligation is to keep such information confidential shall survive even on termination or cancellation of the employment.

1.5 You will be responsible for the safekeeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For the loss of any asset of the Company in your possession, caused by carelessness, negligence and/ or mishandling, the Company will have right to assess, on its own basis and recover the damages of all such material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

### **2. TERMINATION OF PERMANENT SERVICE**

2.1 If you absent yourself without leave approval or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice, unless you (i) return to work within 14 days of commencement of such absence, and (ii) give an explanation to the satisfaction of the Company.

2.2 Your services are liable to be terminated in case of continued misconduct or indiscipline.

2.3 Your services are liable to be terminated in case of performance below expectations.

2.4 Company can terminate your services and take legal action on the breach of the Confidentiality and Non-solicitation provisions.

2.5 Notwithstanding anything written in the preceding paragraphs, your services are terminable either by the Company or by you, by giving 15 days' notice in probation period & a (One) Month your notice after probation. The exit formalities to be followed per the modalities in the company policy.

2.6 Notice period will be applicable from the date of acceptance of resignation only, and not from the date of resignation.

2.7 In case of separation of any nature (resignation, termination, retirement etc.) of an employee from Uolo EdTech, an employee is liable to provide complete handover up to the satisfaction of the manager. In an event of failure of the above, the notice period may get extended until the complete and satisfactory handover to his/ her manager.

2.8 Employees leaving before the incentive disbursed shall not be eligible for the incentive, if any.

# UOLO EDTECH PRIVATE LIMITED

Registered Office: Plot No-4-1006, Ashimnagar Apartment Sector-10, Dwarka, Delhi 110025 IN  
CIN: U74399 DL2020-10960472, email: [pallav.pandey@gmail.com](mailto:pallav.pandey@gmail.com), Ph: +91 9811287061

2.9 You will automatically retire from the service of the Company on attaining the superannuating age of 58 years.

2.10 During the probationary period of 3 months and any extension thereof, you may terminate your employment by giving a prior written notice of 15 days. Likewise, the Company may terminate your services immediately during the probationary period, without the need to provide any reasons and which shall be effective immediately upon written notification thereof by the Company. However, on confirmation the services can be terminated from either side by giving 1 (One) Month notice or salary in lieu thereof.

## 3. VALIDITY TERM OF EMPLOYMENT

The designation and place of posting assigned to you is subject to change depending upon work assignment at any time.

3.1 You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof.

3.2 During your Probation period you are entitled to take 1 Standard Leave (as per Leave policy). In cases of emergency for any extra leave requests however the decision will be upon the management.

3.3 Details of your salary breakup will be as per Annexure sent through your initial offer letter. You hereby authorized Uolo EdTech to make all salary payment required to be made to you by Uolo EdTech including reimbursement by already crediting the amount to your bank account. The salary payment will be made latest by 10th of the following month. You will be eligible to the benefits of the Company's Labor Rules on your confirmation in the Company's Service. You will hand over the charge and the property/material of the Company in your possession at the time of cessation of your employment with the Company.

3.4 Acceptance by you of this letter by affixing your signature as appropriate places, suffices for your affirmation of being completely apprised and unconditionally committing to abide by the rules and Regulations and the policies of Company as applicable or drawn out later and subsequent changes there to made from time to time and an individual notice or by general update.

3.5 **Variable Pay/Performance Bonus** - Variable is paid purely based on individual and company performance, payable only if the employee is on the rolls of the company on the day of the payout. Employees serving notice period shall not be considered for the Variable pay/Performance Bonus.

*Variable Pay will be purely based on basis of targets achievement and will be paid on pro-rata basis. Targets will be decided by the department head in the starting of every month. If you are not able to meet the expected targets then this amount will not be payable.*

## 4. Intellectual Property Rights.

4.1 All information, inventions and discoveries or any interest in any copyright, patent and/or other property rights developed, made or conceived of by the Employee (i) in the course of the Employee's employment with the Company; or (ii) previously during the Employee's association with the Company, and/or during the course of his employment with the Company comes to know of any other process which the Employee has developed or may develop, (collectively "Intellectual Property Rights") shall vest solely and exclusively with the Company.

4.2 The Employee agrees and undertakes that any and all copyrightable works that unprepared by the Employee, within his scope of service, is "work for hire" under applicable law and the Company will be considered the first owner of such copyrightable works. To the extent that the Company is not considered

31 Aug 2021

Dear Bekkanti Gopi,

We are pleased to offer you the position of UNIT MANAGER in **Level 1** of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment, or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

Registered Office : ICICI Prudential Life Insurance Company Limited  
ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India.

Tel.: 4039 1600, 6644 1600 • Fax: 2437 5638 • Visit us at: [www.iciciprulife.com](http://www.iciciprulife.com)  
CIN : U66010MH2000PLC127837

31 Aug 2021

Dear Chandanur Lakshmi Priya,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs. Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory Bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

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You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



**Vineet Tyagi Vice  
President  
Human Resources  
ICICI Prudential Life Insurance Co. Ltd.**



**30 Aug 2021**

Dear Gotru Surekha Surekha,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level 1** of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

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CIN : U66010MH2000PLC127837

Best Regards,

~~15/11/19~~

Vineet Tyagi  
Vice President  
Human Resources  
ICICI Prudential Life Insurance Co. Ltd.

31 Aug 2021

Dear Gunabhattu Swajana Raju,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
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You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Vineet Tyagi Vice  
President  
Human Resources  
ICICI Prudential Life Insurance Co. Ltd.

30 Aug 2021

Dear Kammaganti Mahesh,

We are pleased to offer you the position of **UNIT MANAGER** in **Level 1** of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

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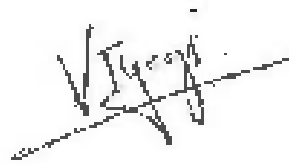
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Tel.: 4039 1600, 6644 1600 • Fax: 2437 6638 • Visit us at: [www.iciciprulife.com](http://www.iciciprulife.com)  
CIN : U65010MH2000PLC127837

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



**Vineet Tyagi**  
**Vice President**  
**Human Resources**  
**ICICI Prudential Life Insurance Co. Ltd.**



31 Aug 2021

Dear Kollipara Yamini,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT **In Level 1** of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,063
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

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CIN : U66010MH2000PLC177837

31 Aug 2021

Dear MAMIDI SRIDEVI,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	13,083
Employers Contribution to PF	29,600
Gratuity	3,317
Minimum Statutory bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

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You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Vineet Tyagi Vice  
President  
Human Resources  
ICICI Prudential Life Insurance Co. Ltd.

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ICICI PruLife Towers, 10B9, Apparajub Marache Marg, Prabhadevi, Mumbai - 400025,  
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U66010MH2000PLC127827

25 Aug 2021

Dear MANDHA GNANA SRI,

We are pleased to offer you the position of UNIT MANAGER in Level 1 of our Company.

Components	Rs.Per annum
Basic	60,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

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We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



**Vineet Tyagi**  
**Vice President**  
**Human Resources**  
**ICICI Prudential Life Insurance Co. Ltd.**

31 Aug 2021

Dear MOHAMMAD SIDDIQ,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory Bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

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Best Regards,



Vineet Tyagi Vice  
President  
Human Resources  
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India.

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U44690MH2000010137697



19-61

31 Aug 2021

Dear D.J.Ji RAMA,

We are pleased to offer you the position of UNIT MANAGER in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

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You are required to submit the requisite documents & proofs at successful completion of your graduation course within 6 months of joining the organization. .

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Vineet Tyagi Vice  
President  
Human Resources  
ICICI Prudential Life Insurance Co. Ltd.

31 Aug 2021

Dear SAYANI NAGA SAI,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
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19-82

31 Aug 2021

Dear TEEDA HFMALATHA,

We are pleased to offer you the position of UNIT MANAGER in Level 1 of our Company.

Components	Rs. Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
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Best Regards,



**Vineet Tyagi Vice  
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ICICI Prudential Life Insurance Co. Ltd.**

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L1660HRA13000017417327

25 Aug 2021

Dear YEKULA RAJESH YEKULA RAJESH,

We are pleased to offer you the position of UNIT MANAGER in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,063
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
<b>Total Fixed Pay</b>	<b>2,30,000</b>

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

Registered Office : ICICI Prudential Life Insurance Company Limited

ICICI PruLife Towers, 1009, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India.

Tel: 4009 1500, 6644 1500 • Fax: 3407 6635 • Visit us at: [www.iciciprulife.com](http://www.iciciprulife.com)

CIN : U66010MH2000PLC227837



We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



Vineet Tyagi  
Vice President  
Human Resources  
ICICI Prudential Life Insurance Co. Ltd.

Registered Office : ICICI Prudential Life Insurance Company Limited

ICICI Pru Life Towers, 1025, Appasaheb Marathe Marg, Kharadevi, Mumbai - 400 025, India.

Tel.: 4037 1600, 6644 1600 • Fax: 2437 6638 • E-Mail at: [www.iciciprulife.com](http://www.iciciprulife.com)

CIN : U66010MH2003PLC157837

## OFFER LETTER

GFC

Date: 23<sup>rd</sup> Aug 21

Anulm Pradesh

Dear Agallistam Gayathri

***Welcome to the DMart family!***

On the basis of campus selections, we are happy to offer you the position of Department Manager (Trainee) at an annual compensation of **INR 3 Lakh\*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be posted anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!



Human Resources  
Avenue Supermarkets Ltd. (DMart)

\* This is a provisional offer of employment subject to the following terms:-

4. You should pass/clear all academic examinations/backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
5. You should be declared *Fit for employment* by a medical examination to be arranged by us.
6. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

\_\_\_\_\_  
ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE

NAME:

DATE:

## OFFER LETTER

CEO  
Andhra Pradesh

Date: 22<sup>nd</sup> Aug 21

Dear Dammanasovitha Naga Mamatha

*Welcome to the D-Mart family!*

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs\*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources  
Avenue Supermarts Ltd. (D-Mart)

\*This is a provisional offer of employment subject to the following terms:

13. You should pass/wear all academic examinations/backlogs before you join D-Mart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment and submission of your mark sheet/backlogs would be on the basis of you passing in respective examination.
14. You should be declared fit for employment by a medical examination to be arranged by us.
15. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

### ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: \_\_\_\_\_ NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

## OFFER LETTER

19-12

GEO  
Anchrs. Pradeep

Date: 29<sup>th</sup> Aug 21

Dear Chinnia Gopi

**Welcome to the DMart family!**

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

*Pradeep*

Human Resources  
Avenue Supermarts Ltd. (D-Mart)

This is a provisional offer of employment subject to the following terms:-

15. You should pass/clear all academic examinations/backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.

16. You should be declared *Fit for employment* by a medical examination to be arranged by us.

17. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course

### ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: \_\_\_\_\_

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

## OFFER LETTER

GEC  
Anshra Prakash

Date: 23<sup>rd</sup> Aug 21

Dear Chundani Naga Sivs. Pillai

*Welcome to the D-Mart family!*

On the basis of campus selection, we are happy to offer you the position of **Department Manager (Trainee)** on an annual compensation of **INR 3 Lakhs\*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources  
Avenue Supermarts Ltd. (D-Mart)

\* This is a provisional offer of employment subject to the following terms:-

13. You should clear all academic examination backlogs before you join D-Mart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
14. You should be declared fit for employment by a medical examination to be arranged by us.
15. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

\_\_\_\_\_  
ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: \_\_\_\_\_ NAME: \_\_\_\_\_ DATE: \_\_\_\_\_



**OFFER LETTER**

GEC

Ārūlīnā Pradīpān

Date: 23<sup>rd</sup> Aug-21

Dear Epurī Nīgarjuna

*Welcome to the DMart family!*

On the basis of campus selections, we are happy to offer you the position of Department Manager (Trainee) at an annual compensation of **INR 3 Lakh\*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources  
Avenue Supermarts Ltd. (D-Mart)

\* This is a provisional offer of employment subject to the following terms:-

26. You should pass/clear all academic examinations/backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
26. You should be declared fit for employment by a medical examination to be arranged by us.
27. All documents submitted by you in support of identity, address, academics are true (subject to verification).

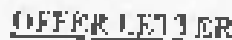
Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGMENT & ACCEPTANCE

SIGNATURE: \_\_\_\_\_

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_



5/23/21

7. What is the purpose of the study?

## WELCOME to the DIXIE JURY!

On the basis of a verbal invitation, we are happy to offer you the position of Department Manager (Training) at an annual compensation of INR 3 Lakhs as fixed Company basis.

Any properly timed forward is worth a you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be asked anywhere in India, your state or place of posting and other details will be represented in due manner before the public organization.

We wish you a long and successful career with us!

2024-2025

Human Resources  
Avenue Supermarts Ltd. (0-Plan)

\* This is a provisional offer of employment subject to the following terms:

1. You should be free of all academic examinations or backlogs before you join EMBA. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of enrolment until submission of your back sheet/examinations would be on the basis of you passing the respective examination.
2. You should be declared fit for employment by a medical examination to be arranged by us.
3. All documents submitted by you in support of studies, awards, experience are true (subject to verification).

Further details of your training programme will be communicated by our Human Resources team in due course.

#### ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE \_\_\_\_\_

NAME: Asif Ali Sheikh

DATE: 45-9-100



## OFFER LETTER

19-5-23

GEO  
Andhra Pradesh

Date: 23<sup>rd</sup> Aug 23

Dear N. Naga Durga Bhavani

*Welcome to the DMart family!*

On the basis of campus selection, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of INR 3 Lakhs\* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2023 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India, your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

*Phano*

Human Resources  
Avenue Supermarts Ltd. (D-Mart)

\* This is a provisional offer of employment subject to the following terms:-

13. You should pass/clear all academic examinations/backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
14. You should be declared *Fit for employment* by a medical examination to be arranged by us.
15. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

\_\_\_\_\_  
ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: \_\_\_\_\_

NAMF: \_\_\_\_\_

DATE: \_\_\_\_\_

## OFFER LETTER

TO:

Date: 23<sup>rd</sup> Aug 21

Akhil P Singh

Dear Palampati, Surya Sawant

Welcome to the D-Mart family!

On the basis of mutual consent, we are happy to offer you the position of Department Manager (Training) at an annual compensation of INR 5 Lacs per Ann. on monthly basis.

We eagerly look forward to having you on board. Your date of joining would be 1<sup>st</sup> September 2021. Kindly do any change you'd be recommended to you in the course.

You may be asked anywhere in India your area of posting and other details will be communicated in due course before you join as a manager.

We wish you a long and successful career with us!



Human Resources  
Avenue Supermarkets Ltd. (D-Mart)

\* This is a provisional offer of employment subject to the following terms

1. You should submit your all academic examination result/degree before you join D-Mart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your marks and certificate would be on the basis of your joining and respective examination.
2. You should no declare if any medical condition is a medical condition to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

### ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: P. Surya Sawant NAME: Palampati, Surya Sawant DATE: 25-08-2021



## OFFER LETTER

SIG

Date: 29<sup>th</sup> Aug 21

Ananta Pradeep

Dear TUMMALAPALLI MADHUK,

*Welcome to the DMart family!*

On the basis of campus selections, we are happy to offer you the position of Department Manager (Trainee) at an annual compensation of INR 3 Lakhs on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources  
Avenue Supermarts Ltd. (D-Mart)

\*This is a provisional offer of employment subject to the following terms:-

29. You should pass/clear all academic examinations/bookings before you join D-Mart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
29. You should be declared fit for employment by a medical examination to be arranged by us.
30. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

\_\_\_\_\_  
ACKNOWLEDGMENT & ACCEPTANCE

SIGNATURE \_\_\_\_\_

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_



## OFFER LETTER

GEO

Andhra Pradesh

Date: 25<sup>th</sup> Aug 21

Dear Varajana S/Latha

*Welcome to the DMart family!*

On the basis of campus selections, we are happy to offer you the position of Department Manager (Trainee) at an annual compensation of INR 3 Lakhs\* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be posted anywhere in India, your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources  
Avenue Supermarts Ltd. (D-Mart)

\* This is a provisional offer of employment subject to the following terms:-

13. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/result would be on the basis of you passing the respective examination.
14. You should be declared *Ft for employment* by a medical examiner to be arranged by us.
15. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

\_\_\_\_\_  
ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: \_\_\_\_\_

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_



## OFFER LETTER

GEC

Air India Pradesh

Date: 23<sup>rd</sup> Aug 21

Dear Variegada Ramiya

*Welcome to the DMart family!*

On the basis of campus selection, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs\*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources  
Avenue Supermarkets Ltd. (D-Mart)

\* This is a provisional offer of employment subject to the following terms-

1. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared fit for employment by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE:

NAME:

DATE:



**Regd. Office:**  
Wells Fargo Centre, Building 1A,  
Dhyanesh, Plot 652, Survey No. 652,  
Raidurg Village, Serilingampalli,  
Hyderabad, India - 500032  
Tel: 91 40 4023 1000  
Fax: 91 40 4023 1000  
CIN: U72400TG2009PLC051001  
wellsfargo.com

19-62

**Wells Fargo International Solutions Private Limited**  
(formerly known as Wells Fargo EGS (India)  
Private Limited)  
Wells Fargo Centre  
Dhyanesh, Plot 652,  
Survey No. 652, Survey No. 652,  
Raidurg Village, Serilingampalli Mandal, R.R. District,  
Hyderabad, India 500032  
Tel: 91 40 4023 1000  
Fax: 91 40 4023 1000  
wellsfargo.com

September 20, 2021

Jaya Surya Palam  
T: No:8-1042, Bapu colony  
sulkurapeta, Andhra Pradesh

### OFFER OF EMPLOYMENT

Dear JAYA:

We are pleased to offer you a position at Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited) ("Wells Fargo" or "Company"), and your employment shall be effective from the Date of joining as mentioned below, on the following terms and conditions:

- **Designation:** You will be designated as **Team Documentation Specialist**. Notwithstanding anything herein, this offer is conditional on Wells Fargo receiving a satisfactory reference and background check on you, as well as not having an outside activity that is in conflict with Wells Fargo's interests. On your first day of employment (October 25, 2021 (DD)) you will need to report before 8:30 a.m. at Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited), Wells Fargo Centre, Building 1A, Dhyanesh, Plot 652, Survey No. 652, Raidurg Village, Serilingampalli Mandal, R.R. District, Hyderabad 500032.
- **Compensation:** Your total annual fixed compensation (inclusive of contributions to be made towards various social security schemes such as Wells Fargo's contribution to Provident Fund), would be INR 27,00,000/- (Rupees Two Lakh Seventy One Thousand Only). Please note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. In addition, you will be covered by Wells Fargo's Variable Performance Pay plan, with an annual target of INR 19,550/- (Rupees Thirteen Thousand Five Hundred Fifty Only). The detailed break up of the compensation offered to you is outlined in Annexure 'A' to this letter.
- **Place of Work:** You will be initially based at the Wells Fargo office in Hyderabad. However, Wells Fargo reserves the right to transfer you from one office to another, at its discretion during the term of your service. You may be required to work from different offices and in different shifts from time to time. Wells Fargo further reserves the right to change your shift timings, job title, designation, corporate title, reporting lines and reporting manager, in line with applicable laws, during the term of your service.
- **Duties:** You will perform all acts, duties and obligations and comply with such instructions as may be specified by Wells Fargo and which are reasonably connected with your job title and profile. Wells Fargo may require you to undertake the duties of similar position, either in addition to or instead of the above duties. It being understood that you will not be required to perform duties, which are not reasonably within your capabilities. Wells Fargo may also require you, as part of your duties of employment, to perform duties or services not only for Wells Fargo but also for any Group Company, where such duties or services are of a similar status to or consistent with your position with Wells Fargo. For the purposes of this agreement, "Group Company" means any subsidiary or holding company of the Company, any subsidiary of such holding company, and any company in which the Company or any such holding company holds or controls directly or indirectly more than 90% of the issued share capital.

- **Confidentiality:** As an employee of Wells Fargo, you will have access to Wells Fargo's Confidential Information. The Confidential Information remains the sole property of Wells Fargo or any Group Company. You must not, either during (except in the proper course of the your duties) or after the termination of your employment, without the prior written consent of the Company, directly or indirectly, divulge, use or otherwise disclose to any person whatsoever, the Confidential Information, either for your own or for another's benefit. You must use your best endeavors to protect the Confidential Information and prevent unauthorized disclosure or misuse of the Confidential Information. You must immediately notify the Company should you suspect unauthorized disclosure or misuse of the Confidential Information and, where required, assist the Company in any proceedings taken by the Company for unauthorized disclosure and/or misuse of the Confidential Information. You must enter into any other confidentiality agreement or provide confidentiality undertakings as required by the Company from time to time to protect its business interests and those of its customers and any Group Company. For the purpose of this clause, "Confidential Information" means any trade secrets or confidential information relating to or belonging to the Company or any Group Company, in any form or format, including but not limited to: (i) business strategy, plans and dealings; (ii) product lines, services, prices and cost information, marketing plans; (iii) staff salaries and terms and conditions, personnel history; (iv) contracts, dealings, transactions, letters or advice of any efforts of the Company or any Group Company; (v) business accounts, incomes, profit margins and financial records; (vi) business forms and operating procedures, policies and practices; (vii) technical data and software; (viii) intellectual property and inventions; (ix) any information in respect of which the Company or any Group Company is bound by an obligation of confidentiality to a third party; and (x) any information classified as private, internal, non-confidential or restricted (or similar) under Wells Fargo's Information Classification Matrix (or any such document or policy from time to time in place); but does not include: (i) information that is within the public domain; (ii) information required to be disclosed by law; (iii) information which the Company has consented to being disclosed; and (iv) information required to be disclosed as a necessary part of the your duties. You are directed not to bring any confidential or proprietary material of any former employer. Also, you represent that you are not subject to any restrictions that prevent you from working for Wells Fargo.

- **Intellectual Property:** For the purpose of this section, "Work" means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other idea in which Intellectual Property Rights exist or are capable of acquisition and is wholly or partly created, made or discovered by you either (i) in the course of your employment with the Company, or (ii) otherwise using the facilities, resources, time or any other opportunity provided by the Company. "Intellectual Property Rights" means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere. The Work and all Intellectual Property Rights in the Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to its ownership. You shall assign to the Company any Work created, made or discovered during your employment with the Company. You hereby consent to the use of all existing and future Works made by you at the outset of your employment, and agree to waive any moral rights you may have in them, and consent to any act which amounts to an assignment of any and every right, in favour of the Company. You also agree that this consent and waiver extends to any Persons and accessories in title to the Company in respect of such works as well as to any persons who are authorized by the Company or by its licensees and successors in title to do acts comprising the copyright of such works. You agree to execute any further document necessary to give effect to this. For the purpose of this clause, the expression "moral right" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work, and the right not to have the work subjected to any derogatory treatment.

- **Non-Solicitation:** You acknowledge that during your employment with the Company, you (i) have or will become possessed of Confidential Information regarding the business of the Company and Group Companies, and their respective employees and officers; and/or (ii) have developed or will develop influence over employees and officers of the Company and Group Companies; and/or (iii) have developed or will develop commercially valuable relationships with the suppliers and stakeholders of the Company and Group Companies. You shall not during the Restricted Period (as defined below), directly or indirectly or your account or on behalf of or in association with any other Person, induce, solicit, collect or procure, or seek to induce, solicit, induce or procure any Protected employee (as defined below) to leave the employment of the Company or Group Company. You also agree that you shall not during the Restricted Period, directly or indirectly or on your account or on behalf of or in association with any other Person, directly or indirectly in relation to any contract or arrangement which the Company has with any supplier for exclusive supply of goods or services to the Company and/or to Group Company for the duration of such contract or arrangement, interfere with the supply of goods or services to the Company from any supplier and/or induce



3/11/2021

Venkata SaiPriya Mandapati  
1-290, Opposite small Ramalayam temple,  
Santha road, Gudlavalluru,  
AP-521356.

## Offer of Employment

Dear Venkata SaiPriya

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as Research Analyst with effect from 22-November, 2021. You will be based in our India, Hyderabad, DYS, SEZ-1 - Orion B4; FL 7,8,9,11 (Hyderabad - Divyasree 3) office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual Cost to the Company is 2,57,700 and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the Annexure A.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Your employment with us will be governed by the Terms & Conditions as detailed in Annexure B.

Please provide your response indicating your acceptance of our offer as per the terms and conditions mentioned in the Annexure-B within 2 working days of receipt of this letter, after which period this offer shall lapse automatically.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming market leaders. We

## **FACTSET ) SEE THE ADVANTAGE**

assure you of our support for your professional development and growth.

### **ANNEXURE-A**

**NAME:** Venkata Sa Priya Mondapati

**JOB TITLE:** Research Analyst

**DEPARTMENT:** Content Operations India - SRD - Contentance

#### **MONTHLY AMOUNTS**

6563 BASIC SALARY

#### **ALLOWANCES:**

2,825.00 HOUSE RENT ALLOWANCE

8,163.00 SPECIAL ALLOWANCE

1,400.00 STATUTORY BONUS

**18,750.00 TOTAL FIXED BASE SALARY**

#### **BENEFITS:**

1,800 EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND

609 EMPLOYER ESI

316 GRATUITY

**21,475 TOTAL COST TO THE COMPANY**

#### **YEARLY AMOUNTS**

78,750.00 BASIC SALARY ALLOWANCES:

31,500.00 HOUSE RENT ALLOWANCE

97,950.00 SPECIAL ALLOWANCE

16,800.00 STATUTORY BONUS

Date: 01<sup>st</sup> Sep, 2021Appointment Letter

Dear Mr. Nitresh Kumar Rayulpatti,

Subsequent to your interview and letter of offer, we take pleasure in appointing you in M/s Manavi Wealth Pvt. Ltd., Vijayawada as **Jr Executive-Marketing** from Sep 1<sup>st</sup>, 2021. during your period of employment, you would be governed by the following terms and conditions as amended from time to time by the management.

**1. Remuneration:**

You will be paid INR 12,500/- per month for the first 6 months. For the first six months you will be on probation and you will not be entitled for any Privileged leaves and after 6 months, based on your performance & other parameters you may be entitled for additional employee benefits like salary revision, leaves, bonus etc.

**2. Secrecy:**

*In performing your duties, you may receive or be exposed to confidential and trade secret information and documents of M/s. Manavi Wealth Pvt. Ltd., or its associated companies or its customers/partners. You are required not to divulge any such information, either directly or indirectly at any time, in any form to any party not authorized to be privy to such information or documents.*

**3. Non-Solicitation:**

During your employment with M/s. Manavi Wealth Pvt. Ltd., you shall not assist any other firm or person to solicit business from Manavi Wealth or associated companies or its customers directly or indirectly and you shall not disclose Manavi Wealth's associated companies or its customers or its employee's contact details and any other information pertaining to them to any third party.

**4. Notice period:**

In case you wish to leave the organization for any reason, you have to give minimum 2 months of notice to enable us to hire someone for the smooth transition and knowledge transfer. Considering the urgency and importance of pending tasks and follow ups with the business associates, it is essential that you understand this aspect and provide 2 month's notice without fail.

Sincerely,

For Manavi Wealth Pvt. Ltd.,

K.S.V Narendra Kumar  
CEO[www.manaviwealth.com](http://www.manaviwealth.com)



19-17

Letter for Temporary Employment

Ref: VLGP2929/OT/21

Name: **Gail Yamini**  
Address: D.NO.2-18-1,  
Chinna Ramalayam Street,  
Mudinepalli, Andhra Pradesh,

Date: August 23, 2021

Dear Yamini,

We are pleased to extend to you a formal offer of temporary employment as **Management Trainee** within the HR department at ValueLabs LLP. Your appointment is conditional on the terms and conditions stated in this letter.

1. **Duration:** Your temporary employment under this letter with the Company shall commence effective as of on **August 23, 2021** and end on **November 22, 2021**. As a temporary appointee, your employment may be extended by mutual agreement between you and the Company. It may also be ended or modified at any time, including prior to the scheduled End Date, should the needs of the Company change. While you would be notified of such a change, no formal written notice is required.
2. **Duties and Hours of Work:** You will be responsible to discharge all the services as were assigned to you from time to time and you have to and are expected to discharge duties in a diligent, trustworthy, business like and efficient manner. You will abide by the policies and procedures of the Company that will become applicable to you from time to time. You will devote substantially all of your full working time and attention to the performance of your duties as communicated to you from time to time. Without limiting the foregoing, you shall perform such hours of work as are necessary to fulfil your job function as determined by the Company, including abiding by the Company's formal hours of work from 8:30 AM to 6:30 PM, Monday through Friday, subject to modification based on the Company's business needs in its sole discretion.
3. **Company Policies and Procedure:** This letter for temporary employment incorporates the Company's policies, and the same may be amended from time to time by the Company with or without prior written intimation. By signing this letter, you agree that you will regularly visit the Intranet of the Company and apprise yourself of the existing policies and procedures.
4. **Location:** Your principal location of employment shall be at such locations as designated from time to time by the Company.
5. **Compensation:** Your total compensation for the entire duration of this employment is **INR. 16667/- (INR sixteen thousand six hundred sixty seven only)** per month. The Company is authorized to deduct or cause to be deducted from any payment or benefit under this Agreement all taxes and amounts required or authorized by law to be withheld.
6. **Leaves:** Any leaves granted to you shall be governed as per the existing Company policy on the subject. Due to the brief duration of this employment, the legislative provisions pertaining to maternity/paternity leave will not apply.

**ValueLabs LLP**

Plot # 17, Hitech City, Phase 2, Madhapur, Hyderabad - 500081

Ph: +91-40-6623-9000 | Fax: +91-40-6625-9100 | [www.valuelabs.com](http://www.valuelabs.com)

Signature



Sandhan, Dhaka 2022-2023/22/23

Date: 24/11/2022

Md. A. Rahman  
Ain Mansur Baran,  
KRCA Colony, Bangladesh  
Yeni Road,  
Dhaka

### Subject: Appointment

With reference to your application for employment in our organization and the subsequent interview conducted with us, the management is pleased to offer you an appointment for the post of "Sales Executive, Dhaka" in our organization.

1. You will be paid a fixed salary of Rs. 24,280 (Twenty Four Thousand Two hundred eighty) only per month (calculated) and will be subject to deduction of TDS, PF and other deductions if any as applicable under various laws.
2. You will be entitled to other benefits of the company as are applicable to the employees of your cadre as per rules of the company.
3. Your appointment in our organization is subject to being found Physically and mentally fit. Please get the medical check up certificate from a qualified and licensed medical practitioner in allopathy, in your city, in the standard proforma.
4. Bandhan Ceramic Pvt Ltd reserves the right to conduct an antecedent check with you, current and /or previous employer or any other source. If your antecedents found to be faulty, the company reserves the right to withdraw the appointment.
5. Your appointment will be on probation for a period of 6 months which may be extended by another 3 or 6 months, unless confirmed in writing. you will be deemed to be an employee during probation period this contract of services can be terminated by you or by the management without assigning any reason and without any notice or pay in lieu thereof.
6. Upon your confirmation, if you are found to be guilty of any sort, at any point of time prior to or during your services in Bandhan the management of Bandhan will terminate your services without giving any notice/ pay in lieu thereof. Upon your confirmation, your services are liable to be terminated at any time by the management after giving Three month's clear notice period or Two month's salary in lieu of the noticed period. On your confirmation, you shall also not leave the services of the company without giving Three months advance written notice. On your failure to do so, you will be liable to pay Two Months salary (as per company rule) as notice pay to the company in lieu thereof. However, after Serving Bandhan for a period of 5 years or more such notice period will be reduced to One month, with out any notice pay.

### **BANDHAN CERAMIC PRIVATE LIMITED**

Head Office: Office No. 4, Ground Floor, Pacific Business Park, The First Residency Building B, A National Highway, Motsharhatpur, Dhaka-1203, 363 642  
Regd. Office: 14-45/1, 1st Floor, 52/8, Comilla-Gadda Old Road, Akshay, H/L, Comilla-630 010, Bangladesh  
E-mail: [hr@bandhan-ceramic.com](mailto:hr@bandhan-ceramic.com), [info@bandhan-ceramic.com](mailto:info@bandhan-ceramic.com), [bandhan@bandhan-ceramic.com](mailto:bandhan@bandhan-ceramic.com)

7. At present your place of work will be as indicated. You can be transferred to any of our sister concerns, subsidiary concerns, branch or office of the company or under the same management or otherwise anywhere in India or elsewhere in existence or which may come into existence at any time here in after. You can be transferred from one department to other department, from one shift to other, either to same department or to other department. On transfer you shall work according to the work schedule/ working days/ working hour applicable to the employee in that particular plant/ department/shift where you may be transferred as the case may be. Consistent with such transfer and the resulting change in the working days/working hours/work schedule and the working condition, you shall not be entitled to any extra remuneration or allowance or any other facilities.
8. You shall not take any part time/full time employment with any other person, firm or organization whether honorary or paid, directly or indirectly without the written permission of the management which will otherwise be treated as misconduct.
9. It is understood that you will not divulge any secrets or the technical know-how that you attain during the course of your employment to any other person/firm/establishment/organization while in service, or even after leaving the employment of the company. All the information relating to any design specification, format, procedure, trade secrets or any other information relating to the company and its affairs or business must be kept confidential, otherwise it will be treated a breach of trust having all the consequences.
10. You are liable to instant dismissal without notice for misbehavior, insubordination, incompetence, negligence of duties/assignment or any other misconduct.
11. In the matter of absence for a continuous period of ten day (including absence for which leave though applied but not granted) or when stayed for a period of ten days or more, it shall be presumed that you are not interested in our employment and shall automatically come to an end without any notice or intimation to you.
12. Your employment is subject to your being medically sound and remaining fit on reaching the age of superannuation i.e. 55 years, you will automatically cease to be an employee of the company.
13. You will be governed by the standing orders, rules & regulations of the company & also by other general instructions of the company as enforced from time to time.
14. Clearance of full and final payment will be only considered on place, in case of person leaving the company, or due to whatever reason, until and unless following points are settled:
  - a. Collection of outstanding payments and ensuring that are no debts.
  - b. Getting balance confirmations from dealers periodically.
  - c. Not supposed to instruct dealers/ C & F to give materials to anybody any of Jagdish Chemical Pvt. Ltd.
  - d. Handing over all the information and details related to your area of responsibility during employment to your immediate superior.
15. Further, your services shall be liable for termination by the company, without providing any notice period or notice pay, on the ground for below mentioned set of conditions:
  - a. If your performance is not found satisfactory.
  - b. If you are found to be a habitual law breaker.
  - c. If you are habitually found negligent towards your work or if there is an habitual neglect to your part of your end.
  - d. If you indulge in an act of insubordination, interference, corrupt practices, any misconduct, breach of trust, non-compliance or any act of refusal compliance with administrative orders or provisions of service rules, regulations and conditions.
  - e. If anytime it has been found that the declaration of qualification, including that given for seeking employment furnished by you, proved to be false or misleading and/or it has been found that you had willfully suppressed any information to the company.

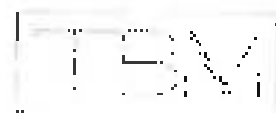


- f. If you are found indulging yourself in any act of theft, fraud / dishonesty in connection with the employee's business / property.
- g. If you are found doing willful damage or harm to the employer's goods or property.
- h. If there is riotous, disorderly and / or abusive behavior or there is any act subversive of discipline during work hours at the establishment.
- i. If you are declared insolvent or convicted of any offense involving any moral turpitude or found to have committed a fraud or misappropriation of money or other assets of the Company.
- j. If you are found taking or giving bribe or involved in any act of illegal gratification.
- k. If you are found making unauthorized and unlawful use of power / authorities / responsibilities vested upon you by the management.
- l. If you are found giving false statements on behalf of the management to any of our existing or potential customers / stakeholders either verbally or in written via e-mail, social media platforms or any other means of communication.
- m. If you are found physically / verbally abusing and / or sexually torturing any of the fellow colleagues, seniors, subordinates, customers, stakeholders, etc.
- n. If you are caught using the company assets for unauthorized purposes whether personal or public use, which is other than what has been permitted by the company.
- o. If you are observed as an habitual absentee for reasons which are unreasonable.
- p. If you are found striking work / inciting others to strike work in contravention of the provisions of / Law or rule having the Force of Law.
- q. If you are found speaking ill about the organization via verbal statements or communications in written and print media or social platform or any other means, thereby defaming the name of the organization.
- r. If you are found copying, emailing or transferring any company related confidential data through e mail, fax, CD, pen drive, external hard drive, etc. to external agencies, rivals/any such persons who can be benefitted with the data.
- s. If you are found to be involved in criminal activity.
- t. If you are found not complying with any of the following laws/rules regarding anything in breach of policies and objectives, health, safety and Environment, quality, child labour, anticorruption policy, non-discrimination policies or any other policies pertaining to social accountability and ethical standards which are introduced from time to time or if there is habitual breach of law applicable to the establishment from time to time.

16. All disputes between us will be subject to the jurisdiction of Hyderabad Court and nowhere else.

Please sign the duplicate copy of this letter in token of your having accepted these terms of employment.

Yours faithfully,  
 For Sandhya Ceramic Pvt Ltd  
 For SANDHYA CERAMIC PVT LTD  
 Dr. K. N. Saka  
 Managing Director/eng Director



**Tech BioMedia**  
We create the future

28 July, 2022.

To, David Livingston CH  
Hyderabad

Dear David Livingston CH

Based on your application and subsequent interviews with us, we are pleased to offer you a position in **Tech Bio Media Services** upon the following terms and conditions:

#### **Appointment**

You will be designated as **Associate S&P Consultant**. Your employment shall commence from your date of joining, subject to your completion of all other joining formalities, including, but not limited to execution of Employee Agreement and IP & Confidentiality Agreement.

After successful completion of your three months of training and probation period of one year you can move to your suitable location as per company relocation norms & policies.

Your initial placement shall be at the Company's office at Tech Bio Media, Divine Hive space, Whitefield road, Kondamra, Sarilingampally Hyderabad - 500084. The date of your reporting would be **August 10<sup>th</sup>, 2022 @ 12:30 PM**. However, your services are transferable and you can be seconded or deputed by the Company to any of the Tech Bio media operations or operations of Tech Bio media's associate companies in India or abroad.

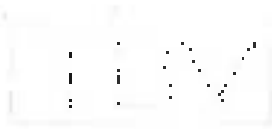
Your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be void from its commencement and you may be terminated immediately without any compensation or notice thereof.

#### **Compensation / Benefits**

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

Post completion of your training, your monthly Total Gross Salary will be a maximum of **Rs. 23,511/-** as applicable to you and has been detailed in the Compensation Details sheet (Annexure I). This salary will be effective from the 1<sup>st</sup> day of the month succeeding completion of training and allocation to the Unit.

During the period of your training cum probation, your monthly Total Gross Salary will be **Rs. 14,930/-** as applicable to you.



**Tech**

bio media services

### **Amendment**

Any modification or amendment of this Agreement, or additional obligation assumed by either the Company or you in connection with this Agreement, shall be effective if placed in writing and signed by you or the Company or by the respective authorized representatives or shared by email by specific representatives.

### **Confidentiality of Salary Information**

Please remember that compensation information is confidential. Your personal compensation details with Tech Bio media are between you and the Company, and we request that compensation details not be discussed with other employees. We thank you in advance for your cooperation with respect to confidentiality. We look forward to your joining our team and being part of our exciting, dynamic company.

### **Governing Law**

This Agreement shall be governed by and construed in accordance with the laws of India. To the extent that either party seeks injunctive relief in any court having jurisdiction for any claim relating to the alleged misuse or misappropriation of trade secrets or confidential or proprietary information, each party hereby consents to personal and exclusive jurisdiction of the courts in Bangalore, India.

If you agree to accept this position, please notify in writing by signing your name & mentioning the date of joining at the bottom of this page indicating your acceptance of this appointment. A copy of this letter will be sent to you.

Irrespective of whether you join Tech Bio media or not, you shall keep all the details contained in this letter confidential. Please mark all of your own correspondence "Confidential."

David Livingston CH. I take this opportunity to welcome you to Tech Bio media services.

Yours sincerely,  
Sri Vardhan C  
Manager

### **Acceptance**

I, David Livingston CH hereby confirm acceptance of all of the above terms and conditions and will join on \_\_\_\_\_

Signature of David Livingston CH

Date:



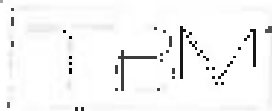
# Tech

With a Vision

## ANNEXURE 1

### COMPENSATION DETAILS (All figures in Rs. per month)

NAME		David Livingston CH	
ROLE / ROLE DESIGNATION		Associate SAP Consultant	
1. MONTHLY COMPONENTS			
BASIC			7,730
FIXED DEARNESS ALLOWANCE (FDA)			1,100
BASKET OF ALLOWANCES (This is to be used towards FRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)			11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA) being paid out on a monthly basis)			1,678
MONTHLY GROSS SALARY			21,978
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			58
3. RETIRAL BENEFITS			
PROVIDENT FUND (12% of (Basic + FDA)			1,062
GRATUITY - 4.25% of (Basic + FDA)			425
FIXED GROSS SALARY (FGS) (1+2+3)			23,551
4. INCENTIVE COMPONENTS		At an indicative	At an indicative Payout of
TRAINING PERFORMANCE LINKED INCENTIVE (TRI)		3,53	3,555
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,094
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 12.5% of FGS)			26,495
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906
OTHER BENEFITS			
Scheme	Eligible Amount in Rs.	Interest	Monthly
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	Nil	12
			Margin Money (To be borne by the employee)
			Nil



**LIST OF  
DOCUMENTS**

- Two passport size photographs of self
- Copy of passport & PAN card
- Copies of educational and additional qualification certificates & mark sheets
- Relieving letters & experience letters from your previous employers (if experienced)
- Latest 3 months' Pay Slip (if experienced)
- Photo Id proof (Passport / Driving License/ PAN Card/ Voter's ID card etc.)
- Address proof of the present & permanent residence

\* Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer of appointment.