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:2019-20

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	16481A0106	Ankani Rajesh	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
2	16481A0110	Arepalli Hareesh	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
3	16481A0117	Bezawada Venkata Chandra Sekhar	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
4	16481A0129	Chejarla Viswanadh	B.Tech-CE	CADSYS (India) Ltd 3-6-262, 2nd Floor, Tirumala Estates, Himayat Nagar Hyderabad-500029, 040-23224110	3
5	16481A0131	Devarakonda Konda Babu	B.Tech-CE	JMZ Technologies Pvt Ltd Hyderabad	2.8

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
6	16481A0132	Duddu Naga Surya Prasanna	B.Tech-CE	Homzinterio Select Home interiors Designers Pvt Ltd, 1st Floor, No 115/3, ITPL Main road Brookfield Bangalore, 8048908718	2.8
7	16481A0143	Gonuguntla Harikrishna	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
8	16481A0144	Gorinkala Satya Krishna Prasad	B.Tech-CE	SCISCO, Structural Engineers Pvt Ltd. 57-15-8, Plot No 11, 1st Floor, Fun Times Club road, New Postal Colony Vijayawada	2.5
9	16481A0146	Gorumuchu Sanath	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
10	16481A0147	Gudise Suneel Kumar	B.Tech-CE	Megha Engineering & Infrastructures Limited S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500055	2.2
11	16481A0148	Gunji Srinath	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	2.2
12	16481A0151	Gurindhapalli Kavya	B.Tech-CE	Educational Intiatives Pvt Ltd No-5, Maruthi Complex, Ground Floor, 9thB Main road, Ex Chairman Layout, Baneswadi, bangalore- 560043	2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
13	16481A0152	Jammana Hemasundara Rao	B.Tech-CE	Megha Engineering & Infrastructures Limited S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500055	2.2
14	16481A0155	Jonnalagadda Ganesh	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	3.4
15	16481A0156	Juvva Anitha	B.Tech-CE	Eavetop Softech Pvt Ltd Plot 173, Ameya Towers, By Pass Road, Tirupathi, 0877-2243331	2.5
16	16481A0158	Kandula Jaya Venkata Sai	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
17	16481A0159	Kandula Navya Manasa	B.Tech-CE	ACMS, 1st Floor, Anand Chambers, Beside Ananda nilyam, Dilshuknagar, Hyderabad, 8919912799	2
18	16481A0168	Koka Sai Bindu Chandrika	B.Tech-CE	Eavetop Softech Pvt Ltd Plot 173, Ameya Towers, By Pass Road, Tirupathi, 0877-2243331	2.5
19	16481A0172	Korrapati Mahipal	B.Tech-CE	ACMS, 1st Floor, Anand Chambers, Beside Ananda nilyam, Dilshuknagar, Hyderabad, 8919912799	2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
20	16481A0182	Mallavalli Sreekala	B.Tech-CE	ProXforce No. 1102 A & B, Manjeera Trinity Corporate JNTU Hitech City Road, KPHB Colony Hyderabad Rangareddi , Telangana.	2.5
21	16481A0190	Nalluri Pavan Kumar	B.Tech-CE	GKC Projects Ltd. Hitech City, Kondapur Hyderabad-500084, 040-44554545	2.8
22	16481A0191	Nalluri Sampath	B.Tech-CE	APSFL 3rd Floor, NTR administrative Block, Pandit Nehru Bus station, Vijayawada-520001	2.8
23	16481A01A3	Pavan Teja Rajulapati	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
24	16481A01A5	Pindra Udaya Bhanu	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
25	16481A01B7	Sesham Venkata Naga Sandhya Kumari	B.Tech-CE	AANM&VVRSR Polytechnic Gudlavalleru	2
26	16481A01C0	Shaik Rabbani Basha	B.Tech-CE	Megha Engineering & Infrastructures Limited S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500055	2.2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
27	16481A01C1	Shake Johnbasha	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
28	16481A01C2	Singaluri Karthik Ram	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
29	16481A01C3	Singamsetti Sushma	B.Tech-CE	ACMS, 1st Floor, Anand Chambers, Beside Ananda nilyam, Dilshuknagar, Hyderabad, 8919912799	2
30	16481A01C4	Sripathi Krishna Chaitanya	B.Tech-CE	Pennar Industries Ltd. 3rd Floor, DHFLVC Silicon Towers, Kondapur Hyderabad	2.6
31	16481A01D2	Tippani Prudhvi Raj	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	2.2
32	16481A01D4	Uppu Suresh	B.Tech-CE	SCISCO, Structural Engineers Pvt Ltd. 57-15-8, Plot No 11, 1st Floor, Fun Times Club road, New Postal Colony Vijayawada	2.4
33	16481A01D6	Vejandla Siva Kumar	B.Tech-CE	Greenmark developersPvt Ltd Plot 26, Jubliee Enclave, Madhapur, Hyderabad, 040-23681100	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)
34	16481A01E1	Yenduri Gnana Sagar	B.Tech-CE	Aparna Constructions & estates Pvt Ltd, Hyderabad	2.5
35	17485A0101	Maganti Anil Kumar	B.Tech-CE	Surveyor, AP Sachivayalam, Machilipatnam	2.6
36	17485A0104	Sunkara Rajesh	B.Tech-CE	SCISCO, Structural Engineers Pvt Ltd. 57-15-8, Plot No 11, 1st Floor, Fun Times Club road, New Postal Colony Vijayawada	2.5
37	17485A0105	Kaja Venkata Sai Durga Rao	B.Tech-CE	VRO, AP Sachivalayam, Kattubadipallem, G. Konduru	2.6
38	17485A0106	Pantagani Tarun	B.Tech-CE	AP Police Department, Mangalagiri	2.6
39	17485A0112	Ogirala Sai Ajay Kumar	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
40	17485A0116	Penneru Divya	B.Tech-CE	Surveyor, AP Sachivayalam, Machilipatnam	2.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
41	17485A0119	Mohammad Farid Basha	B.Tech-CE	Srinivasa Builders, Plot No 124, Road No-22, Jubliee Hills, hyderabad, 500100	2.4
42	17485A0121	Gosipatala Anuroop	B.Tech-CE	Surveyor, AP Sachivayalam, Machilipatnam	2.6
43	17485A0123	Jogi Sri Ram Manikanta	B.Tech-CE	Megha Engineering & Infrastructures Limited S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500055	2.2
44	17485A0127	Kotaru Naga Sai Anusha	B.Tech-CE	CSS CORP Pvt Ltd. Plot No 32, 6th 9th & 10th Floors, Ambit IT Park, Chennai	2.5
45	17485A0128	Kothalanka Ravi Raj	B.Tech-CE	Reliance Builders Plot No 126, Road No 15, Jubliee Hills, Hyderabad	2
46	17485A0129	Mallela Poorna Chandra Sekhar	B.Tech-CE	Megha Engineering & Infrastructures Limited S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500055	2.2
47	17485A0132	Bollapragada Venkata Sai Swaroop	B.Tech-CE	Megha Engineering & Infrastructures Limited S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500055	2.2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
48	17485A0134	Veerabathina Naresh Kumar	B.Tech-CE	Surveyor, AP Sachivayalam, Pedana	2.6
49	17485A0135	Siddani Vamsi	B.Tech-CE	Ward Planning, AP Sachivalayam, Vijayawada	2.6
50	17485A0136	Chandika Durga Sai Krishna	B.Tech-CE	Srinivasa Builders, Plot No 124, Road No-22, Jubliee Hills, hyderabad, 500100	2.4
51	17485A0138	Dhupam Vamsi Sai Krishna	B.Tech-CE	Megha Engineering & Infrastructures Limited S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500055	2.2
52	17485A0141	Kagitha Ramanjaneya Goud	B.Tech-CE	Reliance Builders Plot No 126, Road No 15, Jubliee Hills, Hyderabad	2
53	17485A0143	Shaik Jafar	B.Tech-CE	Lakshmi Infra structure & Developers India Pvt Ltd. Hyderabad	2
54	17485A0145	Mohammed Rafiq Ahmed	B.Tech-CE	Engineering Assistant, AP Sachivalayam, Eluru	2.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
55	17485A0148	Gorumuchu Vijaybabu	B.Tech-CE	Reliance Builders Plot No 126, Road No 15, Jubliee Hills, Hyderabad	2
56	17485A0152	Potluri Naveen	B.Tech-CE	Surveyor, AP Sachivalayam, Chitturupu, Ghantasala	2.6
57	17485A0154	Kamatham Gopi	B.Tech-CE	Megha Engineering & Infrastructures Limited S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500055	2.2
58	17485A0201	Vasa Vamsi Krishna	B.Tech-EEE	Digital Assistant, Andhra Pradesh	1.80
59	16481A0211	Bolla Pavan Kumar	B.Tech-EEE	Netwest, 6th floor, building 2, sector 21, dundahera, gurugram, Haryana, India - 122016	5.40
60	16481A02B7	Varikuti Abhilendra	B.Tech-EEE	NUCLEUS, DOOR NO.11, GROUND FLOOR, INDIRA FOUNDATION, KRISHNAMMA ROAD,NUNGAMBAKKAM CHENNAI, TN 600034 IN	1.80
61	16481A0271	Matta Prudhvi Raj	B.Tech-EEE	NUCLEUS, DOOR NO.11, GROUND FLOOR, INDIRA FOUNDATION, KRISHNAMMA ROAD,NUNGAMBAKKAM CHENNAI, TN 600034 IN	1.80

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
62	16481A0293	Raja Yaswantha Someswara Rao	B.Tech-EEE	NUCLEUS, DOOR NO.11, GROUND FLOOR, INDIRA FOUNDATION, KRISHNAMMA ROAD,NUNGAMBAKKAM CHENNAI, TN 600034 IN	1.80
63	17485A0226	Adapa Saiswaroop	B.Tech-EEE	NUCLEUS, DOOR NO.11, GROUND FLOOR, INDIRA FOUNDATION, KRISHNAMMA ROAD,NUNGAMBAKKAM CHENNAI, TN 600034 IN	1.80
64	16481A0280	Pallapothu Manjusha	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31
65	16481A0232	Gogineni Hemanth Kumar	B.Tech-EEE	All State, Bangalore, Karnataka	3.75
66	16481A02B3	Vadupu Mohan Sai	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
67	16481A0253	Kola Ram Pavan	B.Tech-EEE	ICOMM, Plot No. 40-46 Phase-I, IDA, Cherlapally Hyderabad - 500051. Telangana, India.	2.06
68	17485A0225	Nuthakki Rohit Kumar	B.Tech-EEE	Murali Manpower, SRT-282, opposite to toyota showroom, sanath nagar main Road, Hyderabad- 500018	2.53

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
69	16481A0225	Dovari Chandu	B.Tech-EEE	Netwest, 6th floor, building 2, sector 21, dundahera, gurugram, Haryana, India - 122016	5.40
70	15485A0234	Tummidi Raghavendra Rao	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
71	16481A0265	Mande Prasanna Kumar	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
72	16481A0289	Pulletikurthi Bhargav Kanakarajachari	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
73	16481A0290	Puvvada Gopala Krishna	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
74	16481A0295	Ranga Saitarun	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
75	16481A02A0	Sandaka Siva Srinivas	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
76	16481A02B5	Vadlamudi Yaswanth	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
77	17485A0206	Dupaguntla Surya Prakash Guptha	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
78	17485A0261	Botka Adinarayana	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
79	16485A0214	Pesarlanka Prasanna Paul	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
80	16481A0241	Javvaji Naga Brahmam	B.Tech-EEE	Megha Engineering & Infrastructures Ltd, Technocrats Industrial Estate (T.I.E.), Balanagar, Hyderabad	2.40
81	16481A0217	Challa Sandeep Reddy	B.Tech-EEE	All State, Bangalore, Karnataka	3.75
82	16481A0204	Baja Laya Sri	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80

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83	17485A0258	Mylavarapu Manoj Kumar	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
84	17485A0209	Chintamala Sivakrishna	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31
85	16481A0269	Mareddy Venkata Sai Likhil Reddy	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
86	17485A0218	Bode Venkata Sujeeth Kumar Reddy	B.Tech-EEE	Netwest, 6th floor, building 2, sector 21, dundahera, gurugram, Haryana, India - 122016	5.40
87	17485A0208	Vusa Abhishek	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
88	16481A0274	Mudragadda Krupasanthi	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
89	16481A02B4	Vakkapatla Bharat Kumar	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
90	16481A0275	Nakkanaboyina Yamini Lakshmi Prasanna	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
91	16481A02B8	Vattikuti Rajeswari	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
92	17485A0231	Veerla Prathibha	B.Tech-EEE	Netwest, 6th floor, building 2, sector 21, dundahera, gurugram, Haryana, India - 122016	5.40
93	16481A02C3	Vura Ramya Sri	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
94	17485A0220	Vangara Swathi	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31
95	17485A0257	Boyina Manikanth	B.Tech-EEE	Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India	3.50
96	17485A0262	Ratnakaram M V Sitha Ramacharyulu	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
97	16481A0298	Salagala Dileep	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31
98	16481A02A2	Sannala Srilakshmi Swathy	B.Tech-EEE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad,	3.25
99	17485A0252	Manikonda Sindhu	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
100	17485A0229	Telagareddi Pavan Sri Surya Hemanth Kumar	B.Tech-EEE	MosChip Technologies, 7th Floor, My Home Twitza, TSIIC Hyderabad Knowledge City, Raidurg, Panmaktha, Rangareddy – 500081	2.70
101	16481A0231	Gayam Ravindra Reddy	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31
102	17485A0259	Junapudi Sathwik	B.Tech-EEE	Netwest, 6th floor, building 2, sector 21, dundahera, gurugram, Haryana, India - 122016	5.40
103	17485A0233	Kodali Venkata Durgasaikumar	B.Tech-EEE	TGH Technologies, FACT Nagar, Thrippunithura, Ernakulam, Kerala 682301	2.40

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
104	16481A0215	Cheera Kiranmai	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31
105	16481A0221	Daram Ramya	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9576	3.60
106	17485A0239	Sonti Gowri Sankar	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31
107	16481A0263	Majjari Siva Krishna	B.Tech-EEE	IVY SOFTWARE DEVELEPMENT SERVICES, HYDERABAD	2.40
108	16481A0254	Kollipara Sukanya	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9576	3.60
109	16481A0239	Gurrala Meenakshi	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9576	3.60
110	16481A0282	Peddibhotla Leela Vijaya Vardhan	B.Tech-EEE	GMR INFRASTRUCTURE LTD., NEW DELHI	4.56

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111	16481A0230	Garikimukku Chaitanya	B.Tech-EEE	Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India	3.50
112	17485A0253	Gandham Poorna Manikanta Prakash	B.Tech-EEE	Temenos, 11th Floor, IBC Knowledge Park Block C & D 3rd &, 4/1, Bannerghatta Main Rd, near Dairy circle, Bengaluru, Karnataka 560029	6.31
113	16481A0291	Puppala Mohithkrishna	B.Tech-EEE	Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India	3.50
114	16481A0250	Katuri Vamsi	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9576	3.60
115	16481A0276	Nakka Hema Sundara Rao	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,	3.00
116	16481A0261	Maddireddy Brahmeswar Reddy	B.Tech-EEE	All State, Bangalore, Karnataka	3.75
117	16481A0252	Kondaveeti Naveena Bhargavi	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.50

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118	16481A0283	Penjandra Tharun	B.Tech-EEE	Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India	3.50
119	17485A0202	Shaik Akmal	B.Tech-EEE	ATOS, Hyderabad, Telangana	3.40
120	16481A02C2	Vulli Naveen Kumar	B.Tech-EEE	All State, Bangalore, Karnataka	3.75
121	16481A0222	Deevi Manogna	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
122	16481A0299	Sali Pavan Kumar	B.Tech-EEE	Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India	3.50
123	17485A0205	Kota Naveen	B.Tech-EEE	Movate Technologies Pvt Ltd, 6th Floor, Ambit IT Park, No 32A&B Ambit Road, Ambattur Industrial Estate, Chennai 600058	2.20
124	17485A0219	Gumma Ganesh	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	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)
125	17485A0204	Kapavarapu Nagasrikanth	B.Tech-EEE	KPIT Technologies Limited 5, Madhapur Rd, Guttala_Begumpet, Kavuri Hills, Madhapur, Hyderabad, Telangana 500081	4.00
126	16481A02C1	Venna Krishna Balaji	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
127	16481A02A1	Sanisetty Kowsika	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
128	17485A0230	Cheboina Tejavarma	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9576	3.60
129	16481A0268	Marada Divya	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
130	16481A0210	Bogadi Sai Lakshmi Durga Bhavya	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
131	16481A0281	Paruchuri Akhila	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
132	16481A0223	Dharapureddy Mahesh	B.Tech-EEE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0190	3.50
133	16481A0270	Maruboina Harika	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
134	16481A0284	Penumala Bhavana	B.Tech-EEE	All State, Bangalore, Karnataka	3.75
135	17485A0249	Yadla Naga Raju	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9576	3.60
136	16481A02B0	Talupula Raviteja	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500085	3.37
137	16481A02C0	Vemulapalli Jahnavi	B.Tech-EEE	Aquila College of Medical Scribing, H.No:16-11-764/A+B, Ist Floor, Anand Chambers, Beside Andal Nilayam, Dilsukh Nagar Main Rd, Dilsukh Nagar,	1.80
138	16481A0208	Batchu Rasi Manjusha	B.Tech-EEE	KPIT Technologies Limited 5, Madhapur Rd, Guttala_Begumpet, Kavuri Hills, Madhapur, Hyderabad, Telangana 500081	4.00

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
139	16481A02B6	Vankadara Manaswini	B.Tech-EEE	HEXAWARE, Mumbai	3.00
140	16481A0236	Gowrisetti Venkateswara Rao	B.Tech-EEE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot	1.44
141	16481A0286	Pisupati Sri Gayathri	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
142	16481A0220	Chitta Manidatta Kumar	B.Tech-EEE	KPIT Technologies Limited 5, Madhapur Rd, Guttala_Begumpet, Kavuri Hills, Madhapur, Hyderabad, Telangana 500081	4.00
143	16481A0294	Ramachandruni Saikalyan	B.Tech-EEE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot	1.44
144	16481A0202	Addepalli Vijaya Bhargavi	B.Tech-EEE	All State, Bangalore, Karnataka	3.75
145	16481A0238	Gurivindapalli Sri Divya	B.Tech-EEE	Deepija Telecom Pvt. Ltd, 203 & 204, Plot No. 2&3, Siri Sampada Hi-Tech, Kavuri Hills, Madhapur, Telangana 500033	1.71

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
146	16481A0234	Gongati Arpitha	B.Tech-EEE	TECHNOFACTS, HYDERABAD	1.20
147	17485A0222	Choppara Lavanya	B.Tech-EEE	All State, Bangalore, Karnataka	3.75
148	16481A0264	Mandharapu Bhavana	B.Tech-EEE	T & AS Designtech Services Pvt. Ltd, 3rd Floor ,Madhupala Towers, Beside RBL Bank lane, Greenlands, Ameerpet, Hyderabad, Telangana 500016	1.20
149	16481A0249	Katuri Divya	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
150	16481A0209	Bade Harsha Vardhan	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9576	3.60
151	16481A0216	Challa Jagadeesh	B.Tech-EEE	Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India	3.50
152	17485A0237	Pakalapati Siva Naga Raja	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
153	16481A0206	Bandaru Nagasri	B.Tech-EEE	GMR INFRASTRUCTURE LTD., NEW DELHI	4.56
154	16481A02A3	Sarakanam Raghu	B.Tech-EEE	All State, Bangalore, Karnataka	3.75
155	17485A0236	Gugulothu Sairam	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
156	16481A0212	Borra Gowtham	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
157	16481A0226	Ede Madhavi Latha	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
158	16481A0258	Kurra Vamsi	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
159	16481A0279	Padiga Revathi	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	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)
160	16481A0297	Sangati Venkata Naveen Reddy	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.36
161	16481A0203	Ashok Babu Bonthagorla	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
162	16481A0218	Cheekati Chaitanya Pavan Krishna	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
163	16481A0233	Golla Doni	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
164	16481A0262	Maddireddy Chandrasekhara Reddy	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
165	16481A0285	Pinninti Kanaka Raju	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
166	16481A02A4	Shaheed Khan	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
167	16481A02C5	Yanna Mahendra Kumar	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
168	17485A0213	Goli Venkata Siva Kumar	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
169	17485A0223	Sodabathina Priyanka	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
170	17485A0245	Ravuri Chinna Naga Venkata Sai Kumar	B.Tech-EEE	Amazon, 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka	3.43
171	16481A0219	Cherukuri Bhavana Lakshmi Sasanjali	B.Tech-EEE	GMR INFRASTRUCTURE LTD., NEW DELHI	4.56
172	16481A0235	Goriparthi Pushkarini	B.Tech-EEE	GMR INFRASTRUCTURE LTD., NEW DELHI	4.56
173	17485A0214	Yandrapu Vijaya Krishna	B.Tech-EEE	GMR INFRASTRUCTURE LTD., NEW DELHI	4.56

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
174	17485A0227	Shaik Suleman	B.Tech-EEE	GMR INFRASTRUCTURE LTD., NEW DELHI	4.56
175	17485A0228	Madupalli Ruchitha	B.Tech-EEE	KPIT Technologies Limited 5, Madhapur Rd, Guttala_Begumpet, Kavuri Hills, Madhapur, Hyderabad, Telangana 500081	4.00
176	17485A0248	Goriparthi Venkatesh Babu	B.Tech-EEE	KPIT Technologies Limited 5, Madhapur Rd, Guttala_Begumpet, Kavuri Hills, Madhapur, Hyderabad, Telangana 500081	4.00
177	16481A02B9	Velivolu Sai Mahesh	B.Tech-EEE	Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India	3.50
178	16481A0302	Akula Phani Raju	B.Tech -ME	TCS, Mumbai	3.36
179	16481A0303	Akunuri Ananth Kumar	B.Tech -ME	Infosys Limited, Survey No. 41 (Pt),50 (pt), Pocharam Village, Singapore Township PO, Ghatkesar Mandal, Malkajgiri, Hyderabad, 500088	3
180	16481A0304	Ambatapudi Viraja Syama Naga Sai	B.Tech -ME	Suryodaya Infra Projects (I) Pvt. Ltd., Door. No. 25-4-82/4, 3rd Floor Vuda Colony, China Nadupuru Pedagantyada, Gajuwaka, Visakhapatnam, Andhra Pradesh 530044	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)
181	16481A0305	Amit kumar singh	B.Tech -ME	TCS, Mumbai	3.36
182	16481A0306	Ampolu Ramesh	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd.	1.38
183	16481A0307	Andesai Trinadh	B.Tech -ME	Bharati International Ltd., VILL AND PO - BHALIDIHA, PS - CHHATNA, DIST - BANKURA BANKURA WB 722139 IN	1.8
184	16481A0308	Anupoju veera brahmam	B.Tech -ME	TCS, Mumbai	3.36
185	16481A0314	Batchu Vikram Prasad	B.Tech -ME	TCS, Mumbai	3.36
186	16481A0316	Bathula Joseph Daniel	B.Tech -ME	Allsec, Chennai.	1.44
187	16481A0318	Boddedac Handu Naga Sai Sri	B.Tech -ME	KPIT, Pune, Maharashtra	3.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
188	16481A0320	Chaganti Mohith Sai Kumar Reddy	B.Tech -ME	CADSYS (India) Ltd. Hyderabad	4
189	16481A0323	Chapala Vamsi Krishna	B.Tech -ME	TCS, Mumbai	3.36
190	16481A0326	Chimuturi Madhu Babu	B.Tech -ME	TCS, Mumbai	3.36
191	16481A0329	Chintha Vardhan Kumar	B.Tech -ME	Pringle IT Ventures, Hyderabad	1.56
192	16481A0332	Daggumilli Mahesh	B.Tech -ME	Infosys Limited, Misoru	3
193	16481A0338	Devanaboina Chandan Kumar	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.11
194	16481A0343	Gadidesi Komal Deep	B.Tech -ME	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)
195	16481A0345	Ganta Praveen Raju	B.Tech -ME	Megha Engineering & Infrastructures Ltd.	2.11
196	16481A0346	Garale Mahesh	B.Tech -ME	Megha Engineering & Infrastructures Ltd.	2.11
197	16481A0347	Goditala Siva Sankar Picasso	B.Tech -ME	Kakatiya Cements Sugar & Industries Limited	3
198	16481A0348	Gollapothu Uday Kumar	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.35
199	16481A0360	Jannu Hari Krishna	B.Tech -ME	TCS, Ambattur, Chennai, Tamil Nadu 600058,	3.36
200	16481A0361	Jujjavarapu Jyothi Swarup	B.Tech -ME	TCS, Ambattur, Chennai, Tamil Nadu 600058	3.36
201	16481A0362	Juvanapudi Kishore	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.11

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
202	16481A0365	Kakianil Kumar Reddy	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	1.98
203	16481A0368	Kancharla Lakshmi Ganesh	B.Tech -ME	TCS, Mumbai	3.36
204	16481A0369	Kancherla Sai Kumar	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
205	16481A0372	Karla Avinash	B.Tech -ME	Spice Money Limited, Vijayawada	2.5
206	16481A0373	Katragadda Naga Hema	B.Tech -ME	Capgemini, Hyderabad	4
207	16481A0386	Maheswarapu Vivek Chandra	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	1.98
208	16481A0392	Mannem Lakshmi Hari Raja	B.Tech -ME	Banyan Management Support Services Pvt. Ltd., Chennai	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
209	16481A03A1	Menikonda Raja Vardhan	B.Tech -ME	Megha Engineering & Infrastructures Ltd.	2.35
210	16481A03A2	Metla Hema Nagasri Harsha	B.Tech -ME	Megha Engineering & Infrastructures Ltd.	1.98
211	16481A03A4	Mohammad Abdul Khadar	B.Tech -ME	TCS, Ambattur, Chennai, Tamil Nadu 600058	3.36
212	16481A03A7	Mohammed Afreed	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd.	1.8
213	16481A03A8	Moka Naveen	B.Tech -ME	Cyient Ltd, Hyderabad	2.75
214	16481A03B1	Nagababu Yerramsetti	B.Tech -ME	TCS, Ambattur, Chennai, Tamil Nadu 600058	3.36
215	16481A03B2	Naganaboyina Venkata Lakshmi	B.Tech -ME	Accenture, Shivaji Gardens, Mount Poonamallee Rd, Chennai, Tamil Nadu 600089	2.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
216	16481A03C0	Paripalli Puneeth	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	1.99
217	16481A03C3	Peketi Kameswari	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.43
218	16481A03C5	Pilli Hari Subash	B.Tech -ME	TCS, Mumbai	3.36
219	16481A03C6	Pisini Ravi Shankar	B.Tech -ME	TCS, Mumbai	3.36
220	16481A03C7	Polagani Raja Ashok Kumar	B.Tech -ME	HCL Technologies, Hyderabad	2.4
221	16481A03D6	Satti Venkata Reddy	B.Tech -ME	TCS, Mumbai	3.36
222	16481A03D7	Shaik Basheeruddin Khasim	B.Tech -ME	TCS, Mumbai	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)
223	16481A03D9	Singavarapu Vamsi	B.Tech -ME	CA - One India	5.5
224	16481A03E1	Sistlasaisuryasrinivasu	B.Tech -ME	TCS, Mumbai	3.36
225	16481A03E3	Surisetty Vardhan Babu	B.Tech -ME	TCS, Mumbai	3.36
226	16481A03E7	Thota Hemanth Kumar	B.Tech -ME	TCS, Mumbai	3.36
227	16481A03E9	Tummadapu Ayyappa	B.Tech -ME	TCS, Mumbai	3.36
228	16481A03F3	Venkata Sai Phani Kumar Veerla	B.Tech -ME	TCS, Mumbai	3.36
229	16481A03F6	Yakasiri Moshe	B.Tech -ME	Grepthor Software Solutions Pvt. Ltd. Hitech City Rd, Kondapur, Telangana 500081	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)
230	16481A03F8	Yenduri Ashok Kumar	B.Tech -ME	Accenture, Shivaji Gardens, Mount Poonamallee Rd, Chennai, Tamil Nadu 600089	2.4
231	17485A0301	Shaik Maheen	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.35
232	17485A0302	Reddy Tiru Gopala Ajay	B.Tech -ME	Allsec Technologies Limited, Chennai.	2.4
233	17485A0307	Esub Khan	B.Tech -ME	Govt. of AP, Rajamundri.	2.4
234	17485A0311	Vadrevu Siva Sankar	B.Tech -ME	HCL Technologies	2.75
235	17485A0312	Maddala Prasad	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.11
236	17485A0316	Bonthu Tirumala Babu	B.Tech -ME	Qualitus Pharma Solutions ,Hyderabad, Telangana 501401	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)
237	17485A0320	Batchu Naga Renuka Ramanuja	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.35
238	17485A0322	Alladi Balaji	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.35
239	17485A0324	Mohammad Sharu	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.11
240	17485A0328	Patha Muni Babu	B.Tech -ME	NVH India Anantapur Auto Parts Private Limited, Ammavarupalli, Penukonda, Andhra Pradesh 515164	1.56
241	17485A0342	Thota Srikanth	B.Tech -ME	Infomatrix Digital Services, Hyderabad, Telangana 500032	1.8
242	17485A0343	Chitta Praneeth	B.Tech -ME	bigtapp, Bengaluru	3
243	17485A0346	Motaparti Tataveer	B.Tech -ME	Kalgudi Digital Pvt. Ltd.Chennai	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)
244	17485A0350	Konijeti Deepak Venkata Kumar	B.Tech -ME	TCS, Mumbai	3.36
245	17485A0352	Sammeta Bala Murali Krishna	B.Tech -ME	Cyient, Hyderabad	2.42
246	17485A0356	Chillimuntha Krishnanjaneyulu	B.Tech -ME	Azad Engineering Pvt. Ltd. Chennai	1.8
247	16481A0321	Chagarlamudi Vamsi Krishna	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd.	1.38
248	16481A0330	Chitturi Teja Sai Manikanta Kumar	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
249	16481A0342	Egalapati Gopi	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
250	16481A0351	G Shanmukha Bulli Veera Swamy	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
251	16481A0357	Isukapalli Venkateswara Rao	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
252	16481A0387	Mallampalli Venkata Naga Sai Teja	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
253	17485A0308	Kommalapati Sai Kumar	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
254	17485A0314	Dagani Sudhakar Babu	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
255	16481A03E4	Syed Ismail	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
256	16481A03E5	Tadiparthi Vijay Kumar	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
257	16481A03F4	Vukoti Ravi Teja	B.Tech -ME	Accenture, Shivaji Gardens, Mount Poonamallee Rd, Chennai, Tamil Nadu 600089	1.38

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
258	17485A0330	Gongati Gopi Babu	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
259	16481A03F5	Vuyyuru Ajay	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
260	17485A0325	Veeranki Naga Sandeep	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd.Chennai	1.38
261	16481A0358	Jaldula Anil	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
262	16481A0380	Konakala Yaswanth Thirupathi Rao	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd.	1.38
263	16481A0389	Manchikanti Chandra Lokeswara Reddy	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd., Chennai	1.38
264	16481A03B6	Nukala Venkata Gnana Madhava Rao	B.Tech -ME	Nucleus Satellite Communications (Madras) Pvt. Ltd.	1.38

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
265	17485A0305	Ganta Sagar Babu	B.Tech -ME	Tech Wave Consulting India Pvt Ltd	2.16
266	17485A0306	M Madhava Reddy	B.Tech -ME	ALLSEC TECHNOLOGIES LIMITED	1.44
267	16481A0393	Maradana sankararao	B.Tech -ME	Wipro Ltd, Bagalore	3.5
268	16481A03D0	Pothireddy bharathreddy	B.Tech -ME	ARMAS TECH, Bangalore	2.78
269	17485A0333	Kunapareddy prasanthi	B.Tech -ME	Accenture, Shivaji Gardens, Mount Poonamallee Rd, Chennai, Tamil Nadu 600089	4.5
270	17485A0335	Ganduri Bharath Raj	B.Tech -ME	Techwave Consulting India Private Limited, Hyderabad, Telangana 500081	2.16
271	17485A0336	M Sanjay Kumar	B.Tech -ME	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)
272	17485A0338	Gondru Sai Ashok	B.Tech -ME	Techwave Consulting India Private Limited, Hyderabad, Telangana 500081	2.16
273	17485A0341	Koduru Rammohan	B.Tech -ME	TCS, Mumbai	3.36
274	17485A0345	Chennupalli Jaswanth	B.Tech -ME	TCS, Mumbai	3.36
275	17485A0347	Manda Chandrasekha Rreddy	B.Tech -ME	TCS, Mumbai	3.36
276	17485A0348	Karani Nithish Kumar	B.Tech -ME	TCS, Kolkata	3.6
277	17485A0349	Challagundla Venkata naga teja	B.Tech -ME	TCS, Ahmedabad	3.36
278		Bandaru rajanarendra	B.Tech -ME	TCS, Mumbai	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)
279	16481A0315	Batchula Naga Vamsi	B.Tech -ME	Gayatri Constructions, Hyderabad	3
280	16481A0319	Boyina rajesh kumar	B.Tech -ME	TCS, Mumbai	3.36
281	16481A0324	Chatragadda kiranbabu	B.Tech -ME	TCS, Mumbai	3.36
282	16481A0325	Chimatasai rakesh	B.Tech -ME	TCS, Mumbai	3.36
283	16481A0344	Gandrapu Bujji Babu	B.Tech -ME	TCS, Hyderabad.	3.36
284	16481A0349	Gonthupuli vinay kumar	B.Tech -ME	TCS, Mumbai	3.36
285	16481A0350	Guddeti Anil Babu	B.Tech -ME	TCS, Mumbai	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)
286	16481A0354	Gutla premkumar	B.Tech -ME	TCS, Mumbai	3.36
287	16481A0355	Hamzaraz mohammed	B.Tech -ME	TCS, Mumbai	3.36
288	16481A0356	Intidavid venuspaul	B.Tech -ME	TCS, Mumbai	3.36
289	16481A0363	Kadaliyuva kishore	B.Tech -ME	TCS, Mumbai	3.36
290	16481A0366	Kallagunta Avinash	B.Tech -ME	TCS, Mumbai	3.36
291	16481A0376	Kola Naveen	B.Tech -ME	TCS, Mumbai	3.36
292	16481A0379	Kolusu Harsha Vardhan	B.Tech -ME	Techwave Consulting India Private Limited, Hyderabad, Telangana 500081	2.16

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
293	16481A0394	Marella Ashok Kuma	B.Tech -ME	Gayatri Constructions, Hyderabad	3
294	16481A0398	Matta Sharon	B.Tech -ME	TCS, Mumbai	3.36
295	17485A0351	Immadi Venkata Naga Pavan Kumar	B.Tech -ME	Gayatri Constructions, Hyderabad	3
296	17485A0354	Kamani Hari Babu	B.Tech -ME	Gayatri Constructions, Hyderabad	3
297	17485A0357	Modugumudi siva subrahmanyam	B.Tech -ME	TCS, Mumbai	3.36
298	15481A0475	Godugunuri Jagadeesh Reddy	B.Tech-ECE	ACMS Ist Floor, Anand Chambers, Beside Andal Nilayam, Dilsukh Nagar Main Rd, Dilsukh Nagar, Moosarambagh,hyderabad.	4.8
299	15481A04I4	Prashanth Kumar Hansitha	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	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)
300	15481A04M2	Thota Syam Krishna Sai Dheeraj	B.Tech-ECE	Allsec Technologies Survey No 240, 242 & 243, Alladi Building, New Bowenpally, Hyderabad - 500011	1.8
301	16481A0401	Abdul Shabana Begum	B.Tech-ECE	Fareportal AddressPlot Number-364, 365 2nd Floor, Golf Course Road, Gurgaon Sector 37 (Near Vipul Tech Square), Gurugram - 122001	13.2
302	16481A0402	Adusumilli Bhavyasri	B.Tech-ECE	ACMS Ist Floor, Anand Chambers, Beside Andal Nilayam, Dilsukh Nagar Main Rd, Dilsukh Nagar, Moosarambagh,hyderabad. Tel:918919912799,9059076428	4.8
303	16481A0403	Adusumilli Hari Mani Prasad	B.Tech-ECE	Galaxesolutions UNIT NO A, 1ST FLOOR, VOYAGER BUILDING,, ITPL,Whitefield main road,Bangalore-560066, Tel:918040847777,Fax:91841158509	4.5
304	16481A0404	Alamuri Dheeraj Pavan Sai	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
305	16481A0405	Alapati Doondeswar	B.Tech-ECE	Hexaware Technologies MCN Nagar Ext, MCN Nagar Extension, Thoraipakkam, Tamil Nadu 600097	3.0

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
306	16481A0406	Allam Naga Venkat	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
307	16481A0407	Ambati Srinivasa Reddy	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	4.55
308	16481A0408	Anabham Rekha Rani	B.Tech-ECE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600073	3.5
309	16481A0409	Ande Madhu Priya	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
310	16481A0410	Sanni Babu Angadala	B.Tech-ECE	Accenture, Hyderabad	3.36
311	16481A0411	Gajulapalli Anil Kumar Reddy	B.Tech-ECE	TCS, Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana Tel:914066672000,Fax:91406 6672222	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)
312	16481A0412	Appikatla Ganesh	B.Tech-ECE	Fareportal AddressPlot Number-364, 365 2nd Floor, Golf Course Road, Gurgaon Sector 37 (Near Vipul Tech Square), Gurugram - 122001	13.2
313	16481A0413	Asileti Mrudu	B.Tech-ECE	Multiplier, Gurgaon	2.4
314	16481A0414	Vamsi Athmuri	B.Tech-ECE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032	3.5
315	16481A0415	Atluri Sri Nishitha Chowdary	B.Tech-ECE	CTS addressPlot No 129 to 132, 1 & 2nd Floor, Block 1, Dlf Building, Gachibowli, Hyderabad - 500032 (Near Aphb Colony)	4.5
316	16481A0416	Avvaru Adithya Vamshi	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	3.36
317	16481A0417	Ayela Maneesha	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
318	16481A0418	Badithala Sreekanth	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
319	16481A0419	Badugu Arunprakash	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
320	16481A0420	Batna Naga Kanaka Bhanu Priya	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	4.5
321	16481A0421	Battina Naga Malleswari	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
322	16481A0422	Bavirisetti Dimple Naga Venkata Komali	B.Tech-ECE	CTRLS, Bangalore	3.8
323	16481A0424	Bezawada Ravi Teja	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
324	16481A0425	Bhavineni Keerthi Sri	B.Tech-ECE	Accenture, Bangalore	3.36
325	16481A0426	Bhimavarapu Leela Prasanna	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3
326	16481A0427	Bhimavarapu Mounika Durga Tejaswini	B.Tech-ECE	Galaxesolutions UNIT NO A, 1ST FLOOR, VOYAGER BUILDING,, ITPL,Whitefield main road,Bangalore-560066, Tel:918040847777,Fax:91841	4.5
327	16481A0428	Birudugadda Mounika	B.Tech-ECE	Allsec Technologies Survey No 240, 242 & 243, Alladi Building, New Bowenpally, Hyderabad - 500011	1.8
328	16481A0429	Birudala Kristhu Raju	B.Tech-ECE	Coforge, Bangalore	3.5
329	16481A0430	Boddu Vineeth Kumar	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
330	16481A0431	Bollavarapu Mahesh Babu	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
331	16481A0432	Bommidi Vyshnavi	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3
332	16481A0433	Chakka Vinod	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3
333	16481A0434	Chalapati Rakesh	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	3.36
334	16481A0435	Challapalli Navya	B.Tech-ECE	IBM, G2 Block,Nagavara outer ring road, Bangalore	4.0
335	16481A0436	Chamarthy Krishna Gananath	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
336	16481A0437	Chandrupatla Tejaswi	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
337	16481A0438	Chedurthipati Kalyani	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
338	16481A0439	Cheeli Ramya	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
339	16481A0442	Danaboina Ravi Teja	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
340	16481A0446	D L V Prasanna Sai	B.Tech-ECE	Capgemini, Whitefield,Bengaluru	3.8
341	16481A0447	Dodda Prasanth Reddy	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	4.6
342	16481A0448	Dokku Bindu Sri	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	3.36
343	16481A0449	Donavalli Komali	B.Tech-ECE	Galaxesolutions UNIT NO A, 1ST FLOOR, VOYAGER BUILDING,, ITPL,Whitefield main road,Bangalore-560066, Tel:918040847777,Fax:91841	4.5
344	16481A0450	Dondapati Sudheer Kumar (Spot)	B.Tech-ECE	Fareportal AddressPlot Number-364, 365 2nd Floor, Golf Course Road, Gurgaon Sector 37 (Near Vipul Tech Square), Gurugram - 122001	13.2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
345	16481A0451	Duddeti Nagendra Babu	B.Tech-ECE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600073	3.5
346	16481A0452	Dwarampudi Prudhvi Srinivas Reddy	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	3.36
347	16481A0453	Shaik Farah Shabana	B.Tech-ECE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.8
348	16481A0454	Gadey Lakshmi Chandini	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	4.6
349	16481A0456	Gajjala Venkata Sai Sri Harsha Hanumantha Rao	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	4.6
350	16481A0458	Gangineni Amulya	B.Tech-ECE	CLOUD 4C, Madhapur,Hyderabad	3.8
351	16481A0459	Gannavarapu Hemanth Krishna Kanth	B.Tech-ECE	DHRUVSOFT, Hyderabad	1.9

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
352	16481A0460	Gannu Vamsi Dhar	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	4.6
353	16481A0461	Garikipati Jyothirmai	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	4.55
354	16481A0462	Garikipati Ooha Sai Kiran	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:918067093200	3
355	16481A0463	Garikipati Sai Venkata Amulya	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana Tel:914066672000,Fax:914066672222	3.36
356	16481A0464	Ghanta Sowmya	B.Tech-ECE	HCL TECHNOLOGIES LIMITED SEZ, Special Economic Zone, 602/3, 138, Shollinganallur Village, Shollinganallur - Medavakkam High Road, Tambaram, Kancheepuram, Chennai, Tamil Nadu 600119	2.6
357	16481A0465	Ghanta Sriram	B.Tech-ECE	Galaxesolutions UNIT NO A, 1ST FLOOR, VOYAGER BUILDING,, ITPL,Whitefield main road,Bangalore-560066, Tel:918040847777,Fax:91841158509	4.5

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
358	16481A0467	Godavarthi Pravallika	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.36
359	16481A0469	Gokavarapu Naga Venkata Sai Kalyan	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	3.5
360	16481A0470	Golla Vamsikrishna	B.Tech-ECE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600073	3.5
361	16481A0471	Gollapalli Madhuri	B.Tech-ECE	Cognizant Technology Solutions AddressNo.2/F, Embassy Manyata Business Park, Rachenahalli, Nagawara, Bangalore - 560045.	3.6
362	16481A0472	Gonthupuli Divyalakshmi	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3
363	16481A0473	Gudapati Sruthi Mahitha	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3
364	16481A0474	Gudavalli Poojitha	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	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)
365	16481A0475	Gunaparthi Dileep Kumar	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	3.5
366	16481A0476	Gunji Sri Hari	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
367	16481A0477	Gutti Soma Sekhar Sai	B.Tech-ECE	SRMTech, Bangalore	2.98
368	16481A0478	Hanumanula Yamini	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
369	16481A0479	Motepalli Haswanth Naga Sai Ram	B.Tech-ECE	TCS, Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana Tel:914066672000,Fax:91406 6672222	3.36
370	16481A0480	Illuri Venkata Reddy	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana Tel:914066672000,Fax:91406 6672222	3.36
371	16481A0481	Inamahanti V V S D Srilekha	B.Tech-ECE	Virtusa, Bangalore	2.3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
372	16481A0482	Avirneni Jahnavi	B.Tech-ECE	Cognizant Technology Solutions AddressNo.2/F, Embassy Manyata Business Park, Rachenahalli, Nagawara, Bangalore - 560045.	3.0
373	16481A0483	Jonnalagadda Alekhya	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
374	16481A0484	Juvvanapudi Sravani	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
375	16481A0485	Juvvanapudi Sravya	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
376	16481A0486	Kadavakollu Vamsi Krishna	B.Tech-ECE	Cognizant Technology Solutions AddressNo.2/F, Embassy Manyata Business Park, Rachenahalli, Nagawara, Bangalore - 560045.	3.0
377	16481a0487	Kagitha Aruna	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	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)
378	16481A0488	Kaile Divyasri	B.Tech-ECE	Cognizant Technology Solutions AddressNo.2/F, Embassy Manyata Business Park, Rachenahalli, Nagawara, Bangalore - 560045	3.6
379	16481A0489	Kaithepalli Anand Babu	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana Tel:914066672000,Fax:914066672222	3.6
380	16481A0490	Kaki Ramya	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:918067093200	3
381	16481A0492	Kalam Lakshmi Prasanna	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	3.5
382	16481A0493	Kalavakollu Venkatesh	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	2.4
383	16481A0495	Kankata Sivani	B.Tech-ECE	ADP, Chennai	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
384	16481A0496	Karempudi Sravani	B.Tech-ECE	Allsec Technologies Survey No 240, 242 & 243, Alladi Building, New Bowenpally, Hyderabad - 500011	1.8
385	16481A0497	Karnatakapu Veera Raghava	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
386	16481A0498	Kasarapu Saikrishna	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.0
387	16481A04A0	Katta Vyshnavi	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.0
388	16481A04A1	Boddapaty Kavyanjali	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
389	16481A04A2	Kesani Guru Sai Tharun	B.Tech-ECE	Allsec Technologies Survey No 240, 242 & 243, Alladi Building, New Bowenpally, Hyderabad - 500011	1.8
390	16481A04A4	Kolisetty Madhavi	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	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)
391	16481A04A7	Kolluri Vinay	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
392	16481A04A8	Kolluru Maneesha	B.Tech-ECE	Fareportal AddressPlot Number-364, 365 2nd Floor, Golf Course Road, Gurgaon Sector 37 (Near Vipul Tech Square), Gurugram - 122001	13.2
393	16481A04B0	Konda Srinu	B.Tech-ECE	Galaxesolutions UNIT NO A, 1ST FLOOR, VOYAGER BUILDING,, ITPL,Whitefield main road,Bangalore-560066, Tel:918040847777,Fax:91841 158509	4.5
394	16481A04B3	Kopuri Lakshman Chowdary	B.Tech-ECE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600073	3.5
395	16481A04B4	Kosanam Abhinaya	B.Tech-ECE	BEL Nagavara, Outer Ring Road, Bangalore-560 045 Ph: 080-25039223 Fax: 25039244	3.36
396	16481A04B5	Kunapa Reddy Uday Bhaskar	B.Tech-ECE	Moschip, Hyderabad	1.8
397	16481A04B7	Loya Meghana	B.Tech-ECE	BEL Nagavara, Outer Ring Road, Bangalore-560 045 Ph: 080-25039223 Fax: 25039244	3.36
398	16481A04B8	Maakanaboyina Sindhu	B.Tech-ECE	Acheron, Hyderabad	3.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
399	16481A04B9	Machavarapu Sai	B.Tech-ECE	CTS, 115/535, Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.6
400	16481A04C0	Maddala Raasi Kamal	B.Tech-ECE	Hexaware Technologies MCN Nagar Ext, MCN Nagar Extension, Thoraipakkam, Tamil Nadu 600097	3.0
401	16481A04C1	Maddali Vyshnavi	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.6
402	16481A04C2	Maddi Jyothsna Priya	B.Tech-ECE	CTS, Thoraipakkam,Tamilnadu	3.6
403	16481A04C3	Maddireddy Giridhar Reddy	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
404	16481A04C5	Malireddy Sai Manoj Reddy	B.Tech-ECE	Fareportal AddressPlot Number-364, 365 2nd Floor, Golf Course Road, Gurgaon Sector 37 (Near Vipul Tech Square), Gurugram - 122001	13.2
405	16481A04C7	Mallisetti Jagadeesh	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	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)
406	16481A04C9	Mandali Divya Sivani	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	3.5
407	16481A04D0	Pandhi Manjusri	B.Tech-ECE	Infoview, Hyderabad	3
408	16481A04D2	Maragani Mohan Ganesh	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
409	16481A04D3	Mareddy Rama Krishna	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	3.5
410	16481A04D5	Marrapu Kavya	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	3.36
411	16481A04D6	Medikonda Anitha	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.6
412	16481A04D7	Meesala Venkatesh	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	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)
413	16481A04D8	Meka Jayanth	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana	3.36
414	16481A04E2	Modali Srividya	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.6
415	16481A04E3	Mohammad Farizul Azmain	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.6
416	16481A04E4	Mohammad Muzammil	B.Tech-ECE	Allsec Technologies Survey No 240, 242 & 243, Alladi Building, New Bowenpally, Hyderabad - 500011	1.8
417	16481A04E6	Mohammed Ibrahim	B.Tech-ECE	Galaxesolutions UNIT NO A, 1ST FLOOR, VOYAGER BUILDING,, ITPL,Whitefield main road,Bangalore-560066, Tel:918040847777,Fax:91841	4.5
418	16481A04F0	Motepalli Sai Sandeep	B.Tech-ECE	Vigilant, Hyderabad	2.5
419	16481A04F1	Mothukuri Sridevi	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.6
420	16481A04F2	Mutti Kavi	B.Tech-ECE	Acheron, Hyderabad	2.5

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
421	16481A04F4	Narukullapati Vinay Kumar	B.Tech-ECE	Rapra software technologies, JNTU Hi-tech city, Hyderabad	2.5
422	16481A04F5	Navuluri Kishore Babu	B.Tech-ECE	CTS 115/535,Old Mahabalipuram Road Thoraipakkam Chennai-600086. Tamil Nadu.	3.6
423	16481A04F6	Nidumolu Ravishanker	B.Tech-ECE	TCS Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana Tel:914066672000,Fax:914066672222	3.36
424	16481A04F8	Nukala Likitha	B.Tech-ECE	ACMS Ist Floor, Anand Chambers, Beside Andal Nilayam, Dilsukh Nagar Main Rd, Dilsukh Nagar, Moosarambagh,hyderabad. Tel:918919912799,9059076428	4.8
425	16481A04G0	Pagadala Mounika	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
426	16481A04G2	Palagani Desowja	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	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)
427	16481A04G3	Palla Srinu	B.Tech-ECE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
428	16481A04G4	Pandiri Prathyusha	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
429	16481A04G5	Pantagani Yaswanth	B.Tech-ECE	Mphasis, Pune,Maharastra	3.0
430	16481A04G6	Parasa Venkatesh	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
431	16481A04H1	Penubothu Manisha	B.Tech-ECE	Dhruvsoft, Hyderabad	1.9
432	16481A04H2	Pidaparthi Vani	B.Tech-ECE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600073	3.5
433	16481A04H4	Polisetti Hussain Babji Naidu	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
434	16481A04H7	Potharaju Surya Deepak	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
435	16481A04H8	Pothineni Haripriya	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
436	16481A04H9	Pothunuri Kishore Kali Mohan	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3
437	16481A04I1	Pulavarthi Amala	B.Tech-ECE	Cognizant Technology Solutions AddressNo.2/F, Embassy Manyata Business Park, Rachenahalli, Nagawara, Bangalore - 560045.	3.6
438	16481A04I2	Putti Eswari Latha	B.Tech-ECE	Cognizant Technology Solutions AddressNo.2/F, Embassy Manyata Business Park, Rachenahalli, Nagawara, Bangalore - 560045.	3.6
439	16481A04I3	Puvvula Bhavana	B.Tech-ECE	Hexaware Technologies MCN Nagar Ext, MCN Nagar Extension, Thoraipakkam, Tamil Nadu 600097	3.5
440	16481A04I5	Ramani Sai Ganesh	B.Tech-ECE	Capgemini, Gachibowli, Hyderabad	3.8

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
441	16481A04I6	Ranga Pavan Kumar	B.Tech-ECE	L&T Technology services, Sarjapura main road, Bangalore	3.5
442	16481A04I7	Ravilla Vamsi Krishna	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
443	16481A04I9	Repalle Jeethendra	B.Tech-ECE	Accenture, Chennai	3.36
444	16481A04J0	Routhu Ganesh Naidu	B.Tech-ECE	Accenture, Hyderabad	3.36
445	16481A04J1	Sagam Siva Shankar Reddy	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
446	16481A04J3	Sakamuri Pragna	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	3.5
447	16481A04J5	Samanthula Mounika Mani	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	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)
448	16481A04J7	Chitirala Santosh Maruti Kumar	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3.8
449	16481A04J8	Seelam Sai Sree Ram Reddy	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
450	16481A04J9	Shaik Ashik Ali	B.Tech-ECE	Accenture, Mumbai	3.36
451	16481A04K0	Shaik Azarudhin	B.Tech-ECE	Kaptius, Hyderabad	5
452	16481A04K1	Shaik Chandini	B.Tech-ECE	Kaptius, Hyderabad	5
453	16481a04k6	Sunkara Sri Sowmya	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
454	16481A04K7	Surupalli Vineela Rosi	B.Tech-ECE	Allsec Technologies Survey No 240, 242 & 243, Alladi Building, New Bowenpally, Hyderabad - 500011	1.8
455	16481A04K8	Syed Sajid	B.Tech-ECE	Infosys 138, Old Mahabalipuram Rd, Neduchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	2.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
456	16481A04K9	Tadikonda Mounishanjali	B.Tech-ECE	Allsec Technologies Survey No 240, 242 & 243, Alladi Building, New Bowenpally, Hyderabad - 500011	1.8
457	16481A04L0	Talluri Bindu Lakshmi	B.Tech-ECE	CTRLS, Hyderabad	3.8
458	16481A04L1	Tammareddy Sai Nikitha	B.Tech-ECE	NTT DATA Global delivery services private limited, Hyderabad	3.6
459	16481A04L2	Tasleema Kowsar	B.Tech-ECE	Kaptius, Hyderabad	5
460	16481A04L3	Tatikonda Dhanooj Kumar	B.Tech-ECE	Gaea technologies India, Katyan Nagar,Bangalore	3
461	16481A04L5	Tentu Pravallika	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
462	16481A04L6	Thota Bhagya Sree	B.Tech-ECE	Accenture, Bangalore	3.36
463	16481A04L7	Thota Venkateswaramma	B.Tech-ECE	TCS, Deccan Park, Plot No.1, Hitech City Main Rd, Software Units Layout, HUDA Techno Enclave, Madhapur, Hyderabad,Telangana Tel:914066672000,Fax:914066672222	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	16481A04M0	Vadapalli Saikumar	B.Tech-ECE	TCS Ninja, SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
465	16481A04M2	Veeranki Geetha Priya	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
466	16481A04M3	Vemu Ramyasri	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
467	16481A04M5	Vemuri Poojitha	B.Tech-ECE	ACMS Ist Floor, Anand Chambers, Beside Andal Nilayam, Dilsukh Nagar Main Rd, Dilsukh Nagar, Moosarambagh,hyderabad. Tel:918919912799,9059076428	4.8
468	16481A04M6	Vetcha Kowshik	B.Tech-ECE	Effectronics, Mangalagiri	4.5
469	16481A04M7	Viswanadham Naveen Kumar	B.Tech-ECE	Capgemini, Bangalore	3.8
470	16481A04N0	Vurakaranam Sriram Adithya	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
471	16481A04N3	Karicheti Yamini Sai Sri	B.Tech-ECE	Data Brains Global Software Pvt Ltd, Hyderabad	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)
472	16481A04N7	Yatham Jaya Prakash Reddy	B.Tech-ECE	Talent pace, Kacharakanahalli, Bengaluru	1.8
473	16481A04N8	Yenuganti Manikanta	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3.5
474	16481A04N9	Yenugu Naga Viswaja	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
475	17485A0401	Pallem Purna Balaji Praneeth	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.5
476	17485A0402	Potharla Manisha	B.Tech-ECE	BORN, Taramani,Chennai	3
477	17485A0404	Shaik Sharook	B.Tech-ECE	Attra Infotech Pvt Ltd, Bangalore	3
478	17485A0406	Abdul Rafiq	B.Tech-ECE	Capgemini, Hyderabad	3.8
479	17485A0407	Nallamothu Naga Venkata Swapna	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	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)
480	17485A0408	Vusala Mahesh	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3
481	17485A0409	Pinnapuralla Maneesha	B.Tech-ECE	Fareportal AddressPlot Number-364, 365 2nd Floor, Golf Course Road, Gurgaon Sector 37 (Near Vipul Tech Square), Gurugram - 122001	13.2
482	17485A0410	Vampugalla Tejaswini	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
483	17485A0411	Atluri Hema Sekhar	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
484	17485A0412	Ragala Pavan Kumar	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
485	17485A0415	Thota Lavanya Devi	B.Tech-ECE	Krishna DCC Bank, Gudlavalleru	3
486	17485A0417	Bandi Naveen	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
487	17485A0418	Gotru John Paul	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax:	3
488	17485A0420	Modugumudi Pavani	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
489	17485A0421	Polabathina Prem Teja	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
490	17485A0422	Palani Jenitha	B.Tech-ECE	Amazon, Bangalore	3
491	17485A0423	Dasari Anusha Sai Chowdary	B.Tech-ECE	ACMS, Ist Floor, Anand Chambers, Beside Andal Nilayam, Dilsukh Nagar Main Rd, Dilsukh Nagar, Moosarambagh,hyderabad.	4.8
492	17485A0424	Peddipalli Kiranmai	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
493	17485A0428	Bommidi Vijaya Durga	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
494	17485A0432	Pamu Ram Kumar	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
495	17485A0433	Ghanta Harsha Sai	B.Tech-ECE	Quest Global Engineering Services Private Limited No. 91, 17th Cross Rd, Sector 5, Sector 4, HSR Layout, Bengaluru, Karnataka 560107.Tel:91806709000,Fax: 918067093200	3
496	17485A0435	Katuri Mounika	B.Tech-ECE	Allsec Technologies Survey No 240, 242 & 243, Alladi Building, New Bowenpally, Hyderabad - 500011	1.8
497	17485A0436	V Hemanth	B.Tech-ECE	Laksh semiconductors, Hyderabad	3
498	17485A0443	Parimkayala Sarath Babu	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
499	17485A0445	Pandula Hari Prasad	B.Tech-ECE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500169	3.36
500	17485A0447	Gummadi Pujitha Sree	B.Tech-ECE	Larsen & Toubro Infotech Ltd, Hyderabad	3.5
501	17485A0448	Pamarthi Padmavathi	B.Tech-ECE	HCL TECHNOLOGIES LIMITED S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102	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)
502	16481A0501	Abdul Gaffur	B.Tech-CSE	Dhruvsoft	2.6
503	16481A0504	Addepalli Aditya	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
504	16481A0505	Akula Baje Sri Aravind	B.Tech-CSE	Ctrls, Pioneer towers,Inorbit Mall Road, HITEC City, Hyderabad, Telangana 500081, Pioneer towers,Inorbit Mall Road, HITEC City, Hyderabad, Telangana 500081	4.5
505	16481A0506	Akumalla Chinna Hussain	B.Tech-CSE	Accuvate	7.02
506	16481A0508	Allada Komala Venkata Siva Naga Pavan	B.Tech-CSE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot H-01B, Hyderabad, Telangana 500097	3.5
507	16481A0509	Anumolu Sowmya Priya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
508	16481A0510	Arepalli Divya	B.Tech-CSE	Dhunis Technologies Pvt.Ltd	6.8
509	16481A0511	Arja Geetha Sri	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	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)
510	16481A0512	Arja Geethika	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
511	16481A0513	Arumalla Gopya Sri	B.Tech-CSE	iprism	3
512	16481A0514	Attuluri Nikhila	B.Tech-CSE	IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India - 560029	6
513	16481A0516	Bollavarapu Nisha	B.Tech-CSE	Infopark Software Technologies	2.4
514	16481A0517	Balusu Sree Harsha	B.Tech-CSE	Amazon	1 crore 32 lakhs
515	16481A0518	Bandreddy Karunakar	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
516	16481A0519	Batta Navya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
517	16481A0520	Battula Mounika	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
518	16481A0521	Bhaddiraju Sushma Parvathi	B.Tech-CSE	OG Healthcare	6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
519	16481A0522	Bollavarapu Nisha	B.Tech-CSE	LRR Technologies	2.4
520	16481A0523	Borra Tulasi Siva Sai Nagarjuna	B.Tech-CSE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot H-01B, Hyderabad, Telangana 500097	3.4
521	16481A0525	Busam Renu Kota Naga Lakshmi Syamala	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
522	16481A0526	Buse Divya	B.Tech-CSE	acuvate Innovations Pvt. Ltd.	7.02
523	16481A0527	Chakka Vinay	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
524	16481A0529	Chatragadda Manilal	B.Tech-CSE	Maple	2.5
525	16481A0530	Chekka Guna Ramya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	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)
526	16481A0531	Chelli Revathi	B.Tech-CSE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot H-01B, Hyderabad, Telangana 500097	3.5
527	16481A0532	Chennupati Srija	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
528	16481A0533	Chilakalapudi Mahendra	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
529	16481A0535	Chinnam Sujith	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
530	16481A0536	Chinthalapudi Sravani	B.Tech-CSE	Zensar	1.96
531	16481A0537	Chirigiri Sri Naga Devi Prasanna	B.Tech-CSE	Zibew Ecommerce Services Pvt Ltd	2.4
532	16481A0538	Chundru Monica Chowdhary	B.Tech-CSE	OG Healthcare	6
533	16481A0539	Dindi Kiran Deepthi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	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)
534	16481A0540	Dagani Haritha	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
535	16481A0541	Desu Lavanya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
536	16481A0542	Devarampati Kondala Rao	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
537	16481A0543	Dhadi Navya	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
538	16481A0544	Divvela Phani Deep	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"	5
539	16481A0545	Dusanapudi Sai Lakshmi Prasanna	B.Tech-CSE	TechWare Solutions	3.6
540	16481A0547	Estala Baby	B.Tech-CSE	Nalin Soft Pvt.Ltd	3.06
541	16481A0548	Gabbita Sai Krishna Chaitanya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	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)
542	16481A0550	Gajula Tarun Balaji	B.Tech-CSE	Infopark Software Technologies	2.4
543	16481A0551	Galla Teja	B.Tech-CSE	IBase Solutions	2.28
544	16481A0552	Ganji Swarna Latha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
545	16481A0553	Garapati Rukmini Prasanna	B.Tech-CSE	LRR Technologies	2.4
546	16481A0554	Garlapati Balu Nitin Chandra	B.Tech-CSE	TechWare Solutions	3.6
547	16481A0555	Getta Vyshnavi Durga	B.Tech-CSE	Apps Associates	3
548	16481A0556	Ghantasala Nani Babu	B.Tech-CSE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot H-01B, Hyderabad, Telangana 500097	3.7
549	16481A0557	Gobhideshi Gangadhar	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	3.83
550	16481A0558	Gogulamudi Hemalatha	B.Tech-CSE	A.A.N.M & V.V.R.S.R Polytechnic	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)
551	16481A0559	Gokavarapu Deepika Rani	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	7
552	16481A0560	Goli Naga Babu	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
553	16481A0562	Gonuguntla Saida Rao	B.Tech-CSE	Acuvate	7.02
554	16481A0563	Goriparthi Hema	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
555	16481A0564	Gudimetla Sairam	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
556	16481A0565	Gullapalli Balaji Satya Sekhar	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
557	16481A0567	Gundabathini Sareen	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.25

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
558	16481A0569	Jangam Mounika	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
559	16481A0570	Jannu Bhavani	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
560	16481A0572	Jonna Naga Phaneendra	B.Tech-CSE	Legato Health Technologies	4.25
561	16481A0573	Jonnalagadda Saideep	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	6
562	16481A0574	Kadiyala Lavanya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
563	16481A0575	Kagitha Naga Lakshmi	B.Tech-CSE	Nalin Soft Pvt.Ltd	3.06
564	16481A0576	Kale Harini	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

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
565	16481A0577	Kalipatnapu Sai Rajanikanth	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	8.56
566	16481A0578	Kallam Vasmini	B.Tech-CSE	Dhunis Technologies Pvt.Ltd	6.8
567	16481A0579	Kambhampati Radha Sahiti	B.Tech-CSE	TechIndya IT Services Pvt Ltd	8.2
568	16481A0580	Kamma Harshitha	B.Tech-CSE	Technovert	4
569	16481A0582	Kanneganti Teja Phani Krishna	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000" Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	3.5
570	16481A0583	Kanukollu Geetika	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
571	16481A0584	Kanulla Phanendra Pardha Saradhi	B.Tech-CSE	IBase Solutions	2.28
572	16481A0585	Kanumuri Akhil	B.Tech-CSE	Acuvate	7.02

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
573	16481A0586	Karapathi Madhavi	B.Tech-CSE	Zibew Ecommerce Services Pvt Ltd	2.4
574	16481A0588	Kasibhotla Pradeep Sarma	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
575	16481A0589	Katabathuni Naresh Babu	B.Tech-CSE	NTT Data	3.6
576	16481A0590	Katragadda Megha Raj	B.Tech-CSE	Innominds	2.4
577	16481A0591	Katta Venkata Krishna	B.Tech-CSE	Maple Software Pvt.Ltd	2.5
578	16481A0592	Kaza Charitha Sai	B.Tech-CSE	TechIndya IT Services Pvt Ltd	8.2
579	16481A0595	Kolasani Sree Swathi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
580	16481A0596	Kolaventi Samuel Epaenet	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
581	16481A0598	Kolukula Mounica	B.Tech-CSE	Aptroid	3
582	16481A0599	Kommuri Ravi Sekhar	B.Tech-CSE	LRR Technologies	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)
583	16481A05A0	Konala Prudhvi	B.Tech-CSE	Scientific Erevna	3.83
584	16481A05A1	Konatham Geethika	B.Tech-CSE	Meltag Companys Pvt.Ltd	2.4
585	16481A05A4	Koneti Pavan Kalyan	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	3.77
586	16481A05A5	Kongara Latha	B.Tech-CSE	Nalin Soft Pvt.Ltd	3.06
587	16481A05A6	Konijeti Yaswantha Nagarjuna	B.Tech-CSE	Cyberpawn Technologies Pvt Ltd.	3
588	16481A05A7	Koppula Madhukiran	B.Tech-CSE	A.A.N.M & V.V.R.S.R Polytechnic	1.8
589	16481A05B0	Kosanam Pujitha	B.Tech-CSE	IBase Solutions	2.28
590	16481A05B1	Kothamasu Geetha Mahitha	B.Tech-CSE	Zensar	3.2
591	16481A05B2	Kowtharapu Kavitha	B.Tech-CSE	TechWare Solutions	3.6
592	16481A05B4	Kundeti Niharika	B.Tech-CSE	Zibew Ecommerce Services Pvt Ltd	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)
593	16481A05B5	Lanke Bala Vamsi	B.Tech-CSE	Dhunis Technologies Pvt.Ltd	6.8
594	16481A05B7	Maddala Anuja	B.Tech-CSE	iprism	3.24
595	16481A05B8	Maddha Grace Angel	B.Tech-CSE	Efftronics	3.98
596	16481A05B9	Maddineedi Srinivasa 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
597	16481A05C0	Maddula Leela Sahithi	B.Tech-CSE	TalentPro	1.44
598	16481A05C3	Mamidibathula Ramya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
599	16481A05C5	Mareddy Pranati	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
600	16481A05C6	Marthi V S S N Lakshmi Praneetha	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	8
601	16481A05C7	Medikonda Nagasekhar Reddy	B.Tech-CSE	Value Labs	7

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
602	16481A05C8	Meer Shabbir Ali	B.Tech-CSE	TechIndya IT Services Pvt Ltd	8.2
603	16481A05C9	Meesala Ramana	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	8
604	16481A05D0	Meesaragandla Ajay	B.Tech-CSE	Maple	2.5
605	16481A05D1	Merugumala Gopi Krishna	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
606	16481A05D2	Mikkilineni Ramya	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
607	16481A05D3	Mohammad Nasreen	B.Tech-CSE	Tech Mahindra	3.6
608	16481A05D6	Morla Manasa	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
609	16481A05D7	Morla Triveni	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	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)
610	16481A05D8	Motepalli Lakshmi Durga Chandra Sekahar	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
611	16481A05D9	Moturi Sai Sireesha	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
612	16481A05E0	Mucharla Mourya Teja	B.Tech-CSE	Tech Mahindra	3.6
613	16481A05E1	Mullu Abishek Sundar	B.Tech-CSE	Terapixel Technologies Ltd.	3.6
614	16481A05E2	Munaga Surendra	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.55
615	16481A05E4	Munnangi Parasuram	B.Tech-CSE	Legato Health Technologies	3.25
616	16481A05E5	Mutyala Sripriya	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
617	16481A05E6	Mylavarapu Madhuri	B.Tech-CSE	Tech Mahindra	3.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
618	16481A05E8	Naladi Hitesh	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
619	16481A05E9	Nandamuri Sai 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	3.5
620	16481A05F1	Naralasetti Hemalatha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
621	16481A05F2	Nelluri Sandhya	B.Tech-CSE	OG Healthcare	6
622	16481A05F3	Nunna Satya Pradyumna Teja	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.55
623	16481A05F4	Nutulapati Chinmai	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
624	16481A05F5	Padigala Srinivasulu	B.Tech-CSE	nunet Technologies Pvt. Ltd.	3.6
625	16481A05F6	Pagadala Ramulu	B.Tech-CSE	United OnlineSoftware Development India Pvt. Ltd.	3.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
626	16481A05F8	Palagani Vinay	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
627	16481A05G1	Panthangi Sai Santhoshi	B.Tech-CSE	OG Healthcare	6
628	16481A05G2	Paramsetti Divya	B.Tech-CSE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot H-01B, Hyderabad, Telangana 500097	3.5
629	16481A05G4	Parisi Naga Venkata Sri Akhila	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
630	16481A05G5	Pasam Meghana	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
631	16481A05G6	Pasupuleti Syamala	B.Tech-CSE	Shivam IT Solution	3.6
632	16481A05G7	Pedapudi Mounika	B.Tech-CSE	Tech Mahindra	3.6
633	16481A05G8	Peddibhotla Venkata Lakshmi Deepthi	B.Tech-CSE	Terapixel Technologies Ltd.	3.6
634	16481A05G9	Pendyala Sai Sireesha	B.Tech-CSE	CGI	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)
635	16481A05H0	Peram Nagarjuna Reddy	B.Tech-CSE	AVER Technologies	3.6
636	16481A05H1	Peruboina Lakshmi Sirisha Yadav	B.Tech-CSE	Legato	3.25
637	16481A05H2	Perumalla Harsha Vardhan	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
638	16481A05H3	Peyyeti Reena	B.Tech-CSE	Shore	6
639	16481A05H4	Peyyeti Subhan	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
640	16481A05H5	Pilli Durga	B.Tech-CSE	Tech Indya IT Services Pvt. Ltd.	8.2
641	16481A05H6	Pirati Yashwanth Kumar	B.Tech-CSE	acuvate Innovations Pvt. Ltd.	7.02
642	16481A05H7	Polagani Siva Spandana	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1, Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	3.5
643	16481A05H8	Ponamala Ajay	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	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)
644	16481A05H9	Ponnuru Sri Ranjitha	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	6
645	16481A05I0	Poolla Sriya Suhrudi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
646	16481A05I3	Punukollu Megha Chandana	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
647	16481A05I4	Puritipati Rohan Reddy	B.Tech-CSE	TechWare Solutions	3.6
648	16481A05I5	Pushadapu Sowmya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
649	16481A05I7	Rachuri Sangamesh Gupta	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
650	16481A05I9	Rallabandi Venkata Shanmukha Saiteja	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	5.96

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
651	16481A05J0	Rangu Satya Sravya	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
652	16481A05J3	Sadineni Vinod	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
653	16481A05J4	Sajja Priyanka	B.Tech-CSE	Detect Technologies	3.6
654	16481A05J5	Sajja Sai Harsha	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	4.01
655	16481A05J6	Saladi Lakshmi Pallavi	B.Tech-CSE	Aptroid Consulting(India) Pvt Ltd	3
656	16481A05J7	Sana Naga Shalini	B.Tech-CSE	Tech Indya IT Services Pvt. Ltd.	8.2
657	16481A05J8	Sanapalli Naga Surya Lakshmi	B.Tech-CSE	Tech Mahindra	3.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
658	16481A05K0	Seelam Hema Sree Naga Durga	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	3.5
659	16481A05K1	Shaik Abdul Shabbir	B.Tech-CSE	Mphasis	2.5
660	16481A05K2	Shaik Bhanu Kiran	B.Tech-CSE	Snovasys	3.6
661	16481A05K3	Shaik Meerasa	B.Tech-CSE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot H-01B, Hyderabad, Telangana 500097	3.5
662	16481A05K4	Shaik Meharunnisa	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
663	16481A05K5	Shaik Nagul Kulshan	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
664	16481A05K7	Siripurapu Soumya	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	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)
665	16481A05K8	Sreeram Saisudha	B.Tech-CSE	acuvate Innovations Pvt. Ltd.	7.02
666	16481A05K9	Sripathi Pravallika	B.Tech-CSE	Mphasis	2.5
667	16481A05L0	Sunkara Sai Rohith	B.Tech-CSE	Tech Mahindra	3.6
668	16481A05L2	Tadikonda Jasweer Naidu	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
669	16481A05L3	Talasila Anjali	B.Tech-CSE	Virtusa Sy No.115, Nanakramguda Village, Serilingampally Mandal, Hyderabad, Telangana 500032 Phone: 040 4452 8000	4
670	16481A05L4	Tera Shobhitha	B.Tech-CSE	TechWare Solutions	3.6
671	16481A05L5	Thadavarthi Bhavana Sesha Sai	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032	3.5
672	16481A05L6	Tirupathi Mahesh	B.Tech-CSE	Meltag	2.4
673	16481A05L7	Tiruveedhula Sai Krishna	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	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)
674	16481A05M0	Vadapalli Manogna	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
675	16481A05M3	Valluri Gayathri Greeshma	B.Tech-CSE	Tech Indya IT Services Pvt. Ltd.	8.2
676	16481A05M4	Vangaveeti Sai Aparna	B.Tech-CSE	Meltag	2.4
677	16481A05M5	Varada Jaya Naga Venkata 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	3.5
678	16481A05M6	Veernala Vijayanti	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
679	16481A05M7	Velaga Sriram	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
680	16481A05M8	Velchuri Aiswarya	B.Tech-CSE	Zensar	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)
681	16481A05M9	Vemula Niharika	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
682	16481A05N0	Vemula Venkata Sai Nikhil	B.Tech-CSE	TechWare Solutions	3.6
683	16481A05N1	Vemulapalli Prathyusha	B.Tech-CSE	nkiits	6
684	16481A05N2	Venna Naga Likitha	B.Tech-CSE	Zensar	4.01
685	16481A05N3	Vesapogu Jyothi Priya	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
686	16481A05N4	Vijjineni Naveen Sai Charan	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
687	16481A05N6	Vunnava Tushara	B.Tech-CSE	Brane Services Pvt. Ltd.	4
688	16481A05N7	Vutukuri Venkata Ramya	B.Tech-CSE	Tech Mahindra	3.6
689	16481A05N8	Vuyyuru Avinash	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	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)
690	16481A05N9	Vuyyuru Srividhya	B.Tech-CSE	TechIndya	8.2
691	17485A0501	Gorrumuchu Vidya Sagar	B.Tech-CSE	acuvate Innovations Pvt. Ltd.	7.02
692	17485A0505	Meghavath Krishnaveni	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
693	17485A0508	Pamarthi Lakshmi Teja	B.Tech-CSE	Limtex Infotech	3.2
694	17485A0510	Kancharla Ooha Naga Venkata Sri Lakshmi	B.Tech-CSE	Norm Software	1.8
695	17485A0511	Gummadi Ramya	B.Tech-CSE	NTT Data	8
696	17485A0513	Bommidi Veera Venkata Lakshmi Sravani	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
697	17485A0515	Allu Lavanya	B.Tech-CSE	Zensar	4.01
698	17485A0517	Solasa Rama Chandra Rao	B.Tech-CSE	Chandusoft	1.8
699	17485A0520	Eda Aravind	B.Tech-CSE	A.A.N.M & V.V.R.S.R Polytechnic	1.8
700	17485A0521	Peddipalli Hima Bindu	B.Tech-CSE	Tech Indya IT Services Pvt. Ltd.	8.2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
701	17485A0524	Nallam Mani Kanta	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.36
702	17485A0525	Tokala Balanjali	B.Tech-CSE	acuvate Innovations Pvt. Ltd.	7.02
703	17485A0528	Parasa Naga Satish Babu	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services	11.4
704	16481A1201	Athukuri Sri Lakshmi Pujitha	B.Tech-IT	TCS, Synergy Park, CMC Non SE2 Centre, Gachibowli Hyderabad	3.3
705	16481A1202	Atmakuri Chaitanya	B.Tech-IT	Teamware solutions, Chennai	1.92
706	16481A1203	Bala Sri Saraswati Annam	B.Tech-IT	Tech Mahindra, Madhapur, Hyderabad	2.6
707	16481A1204	Bandi Durgambika	B.Tech-IT	Tech Mahindra, Madhapur, Hyderabad	2.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
708	16481A1206	Basthati Srilakshmi Iswarya	B.Tech-IT	HCL, Bengaluru	2.6
709	16481A1210	Boggavarapu Leela Naga Lakshmi Lavanya	B.Tech-IT	Tech Mahindra, Madhapur, Hyderabad	2.6
710	16481A1211	Chakka Nikitha Durga	B.Tech-IT	Tech Mahindra, Madhapur, Hyderabad	2.6
711	16481A1213	Chebrolu Kiran Sai	B.Tech-IT	Thought Wave info systems India	2.3
712	1648A1214	Cheruku Sandhya	B.Tech-IT	shell pro technologies	2
713	16481A1217	Chitturi Harsha Vardhini	B.Tech-IT	Born Bengalur, Bengaluru	2.8
714	16481A1218	Chori Dharani Teja	B.Tech-IT	randstad, Nungambakam, Chennai	1.83

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
715	16481A1221	Dasari Vijay	B.Tech-IT	TCS, Synergy Park, CMC Non SE2 Centre, Gachibowli Hyderabad	3.36
716	16481A1222	Dasineni Vamsi Pavan Krishna	B.Tech-IT	TEQINSEAM Private Limited	2
717	16481A1223	Deekollu Sai Keerthi	B.Tech-IT	ALLSEC Technologies limited	1.44
718	16481A1225	Dhulipalla Samyuktha	B.Tech-IT	Wipro, Hyderabad	3.5
719	16481A1226	Donavalli Pravallika	B.Tech-IT	TELUS Internation Digital Solutions	3
720	16481A1227	Gangavarapu Srikanth Reddy	B.Tech-IT	Infosys, Mysore	3
721	16481A1229	Inapakuthika Sushmitha	B.Tech-IT	Accenture Solutions pvt ltd	4.5

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
722	16481A1231	Kakaraparthi Supraja	B.Tech-IT	Accenture Solutions pvt ltd	4.5
723	16481A1233	Kakumani Ramya	B.Tech-IT	Virtusa, Chennai	4
724	16481A1235	Kamineni Mahesh Babu	B.Tech-IT	Cognizant, Bengaluru	4.1
725	16481A1238	Kanumuri Prasanthi	B.Tech-IT	Tech Mahindra	2.6
726	16481A1239	Katineni Triveni	B.Tech-IT	Efftronics	3.9
727	16481A1241	Kolli Anjani	B.Tech-IT	Aquila college of medical,scribingshell pro technologies	2
728	16481A1243	Kona Pavan Surendra	B.Tech-IT	Virtusa, Chennai	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)
729	16481A1244	Koneru Likitha	B.Tech-IT	shell pro technologies	2
730	16481A1245	Kosuru Shamili Devi	B.Tech-IT	ACHERON, Hyderabad	3.9
731	16481A1246	Kotha Harshitha	B.Tech-IT	Shellpro;ALLSEC Technologies limited	2
732	16481A1247	Kuchipudi Akhileswar	B.Tech-IT	Born Bengalur	2.8
733	16481A1249	Mallampati Durga Manvitha	B.Tech-IT	L-cube innovative solutions pvt ltd	2.4
734	16481A1250	Mallela Padmavathi	B.Tech-IT	Mphasis;Tech Mahindra	2.6
735	16481A1251	Mamillapalli Soma Sekhara Kartheek	B.Tech-IT	INFOSYS	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
736	16481A1254	Marrapu Yesu Raju	B.Tech-IT	INFOSYS	3
737	16481A1257	Merugumala Priyanka	B.Tech-IT	Accenture Solutions pvt ltd	4.5
738	16481A1261	Nakka Veera Manikanta	B.Tech-IT	TCS, Synergy Park, CMC Non SE2 Centre, Gachibowli Hyderabad	3.3
739	16481A1263	Navakotla Hemalatha	B.Tech-IT	Accenture Solutions pvt ltd	4.5
740	16481A1264	Neela Bindu	B.Tech-IT	ALLSEC Technologies limited	1.44
741	16481A1265	Neelagiri Tharun Kumar	B.Tech-IT	TELUS Internation Digital Solutions	3
742	16481A1266	Nerusu Ratna Teja	B.Tech-IT	Mind tree, Chennai	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)
743	16481A1273	Parasa Harsha	B.Tech-IT	inno minds, Nanak ram guda, Hyderabad	2.4
744	16481A1275	Parvathaneni Manogna	B.Tech-IT	Infosys,	3
745	16481A1278	Polareddy Tejasri	B.Tech-IT	TCS, Synergy Park, CMC Non SE2 Centre, Gachibowli Hyderabad	3.5
746	16481A1279	Prakerla Yuva Vamsi Krishna	B.Tech-IT	HCL, Bengaluru	2.6
747	16481A1280	Pula Srinivasa Rao	B.Tech-IT	TCS, Synergy Park, CMC Non SE2 Centre, Gachibowli Hyderabad	3.36
748	16481A1281	Punati Phanisri	B.Tech-IT	TCS, Synergy Park, CMC Non SE2 Centre, Gachibowli Hyderabad	3.3
749	16481A1282	Puram Reethika	B.Tech-IT	Wipro, Hyderabad	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)
750	16481A1283	Ramagani Naga Pravallika	B.Tech-IT	HCL, Bengaluru	2.6
751	16481A1284	Ravuri Maheshbabu	B.Tech-IT	HCL, Bengaluru	2.6
752	16481A1285	Remalli Swapna	B.Tech-IT	Accenture Solutions pvt ltd	4.5
753	16481A1287	Shaik Abbas	B.Tech-IT	HCL, Bengaluru	2.6
754	16481A1289	Shaik Sharmila	B.Tech-IT	Sentini geo sol	2.1
755	16481A1294	Sudikonda Aravind	B.Tech-IT	Virtusa, Chennai	4
756	16481A1295	Tadivaka Tanuja	B.Tech-IT	HCL, Bengaluru	2.6

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
757	16481A1296	Talari Padma	B.Tech-IT	Cognizant, Bengaluru	4.1
758	16481A1298	Tirumalasetty Vamsi Krishna	B.Tech-IT	Cognizant, Bengaluru	4.1
759	16481A1299	Tiyyagura Sridivya	B.Tech-IT	ALLSEC Technologies limited	1.44
760	16481A12A2	Tummala Geeshpa	B.Tech-IT	ALLSEC Technologies limited	1.44
761	16481A12A4	Vaddevalli Nandini	B.Tech-IT	Intern-Technical consultant	1.8
762	16481A12A6	Vanka Sri Lakshmi	B.Tech-IT	Capgemini, Bengaluru	3
763	16481A12A7	Vankayalapati Balayogaiah	B.Tech-IT	Accenture Solutions pvt ltd	4.5

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
764	1648A1A12A9	Ventrapragada Naga Geethika	B.Tech-IT	TCS, Synergy Park, CMC Non SE2 Centre, Gachibowli Hyderabad	3.3
765	18481E0002	Akurathi Devi Sri	MBA	KDCC Bank Ltd.c Gudlavalleru Branch,Gudlavalleru-521356	1.8
766	18481E0006	Bandaru Umakanth	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra, 400611	3
767	18481E0007	Bandi Chamundeswari Devi	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra, 400612	3
768	18481E0015	D B N V S R Ramchandra Sarma	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra, 400613	3
769	18481E0027	Kamarajugadda Hemanth	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra, 400614	3
770	18481E0041	M Leela Phani Kumari	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra, 400615	3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
771	18481E0055	Palli Siva Srinivas	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra, 400616	3
772	18481E0067	Rupanagudi Ranga Reddy	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra, 400617	3
773	18481E0018	Elluri Bhavani	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
774	18481E0042	Motru Anusha	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
775	18481E0045	Mutyala Sunil	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
776	18481E0053	Padamati Supriya	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
777	18481E0054	Palaparthi Gayathri	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2

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	18481E0057	Panchakarla Vamsi	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
779	18481E0063	Rasamsetty Tanuj Pavan Kalyan	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
780	18481E0070	Shaik Irfan	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
781	18481E0074	Singanapudi Ramya	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
782	18481E0080	Thota Karthik	MBA	E-Zone Security Solutions India Pvt. Ltd., # 60-1-7/1, Near Siddhartha Arts College, Vijayawada - 520010.	2
783	18481E0037	Majji Gopi Sathyanarayana	MBA	StateStreet HCL Services (India) Pvt. Limited Chennai-SEZ, SDB2, Sholinganallur.	3.5
784	18481E0056	Pamarthi Sravani	MBA	Kwality feed Ltd., Vijayawada	2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
785	18481E0032	Kolla Yogamaruthi Sri Thirumala Sai	MBA	Rakshit Pharmaceuticals Pvt Ltd. Parvadda, Plot no 68/A,JN Pharma City, Paravada, Visakhapatnam, Andhra Pradesh 531021	2.8
786	18481E0010	Bolla Subba Rao	MBA	DSP Corporate solutions Pvt.Ltd, E55, Basement, Lajpat Nagar-II, New Delhi-110024	3.5
787	18481E0017	Eddamsetti Sai Jyothi	MBA	Assistant HR - Genjus Consultant Ltd. (D-Mart, Gudivada)	2
788	18481E0013	Chilamkurthy Venkat	MBA	Bajaj Electronics, Vijayawada	2
789	18481E0065	Riyazatunnisa	MBA	TATA Consultancy Services Limited (TCSL), Nirmal Building, 9th floor, Nariman point, Mumbai 400021	5.79
790	18481E0073	Shaik Sharmila	MBA	Teleperformance Global Services, No 46/4, 1st floor, Novel Techpark, GB Palya, Behind hyndai Showroom, Kuldu Gate, Bangalore 560068.	2
791	18481E0081	Uppala Naga Sai	MBA	TATA Consultancy Services Limited (TCSL), Nirmal Building, 9th floor, Nariman point, Mumbai 400021	5.79

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
792	18481E0083	Uppu Venkata Naga Phani	MBA	Byzus, Nellore.	10
793	18481E0077	Tanguturi Sai Deepika	MBA	Genpact India Pvt Ltd, DLF City, Phase V, Sector 53, Gurgaon - 122002, Haryana.	3
794	18481E0026	Javvaji Naga Sravanthi	MBA	Quadrant Resources Pvt.Ltd.Soft Sol Bullding, 4th Floor, Tower 2, Inorbit Mail Road, Near Mind Space Flyover Junction, Hitech City, Hyderabad, Telangana -	2
795	18481E0034	Kunapareddy Naga Pravallika	MBA	Maintec Technologies Pvt.Ltd, #3M-215, East of NGEF, Outer Ring Road, Kasturi Nagar, Bangalore- 560043.	2.19
796	18481E0047	Nadithoka Jay Sri	MBA	Tech Mahindra Limited, Info city, Hi-tech City Layout, Madhapur, Hyderabad, 500081	2.94
797	18481E0049	Nandamuri Jahnavi	MBA	Swapna Bharathi Learning Solutions Pvt.Ltd., 1-191, Vysya Bazar, Gudlavalleru - 521356.	1.5
798	18481E0052	Padamata Bhargav	MBA	Power MechPlot No.77, Jubilee Enclave, Opp. Hitex, Madhapur, Hyderabad-500081	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)
799	18481E0062	Puvvada Gopi Krishna	MBA	PK Corporate Solutions Pvt.Ltd.Plot No - 165/A, Road no 13A, Jubilee Hills, Hyderabad, 500033.	2

IQAC

PRINCIPAL
GUDLAVALLERU ENGINEERING COLLEGE
GUDLAVALLERU - 521 356

16U21A0106

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20222303630/Bangalore
Date: 03/05/2022

Mr. Ankani Rajesh
9/14Matlam,Kruthivennu Mandlam,
Mpup School,
Gudiwada-521324,
Andhra Pradesh.
Tel# -

Dear Ankani Rajesh,

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.

TATA CONSULTANCY SERVICES
VYDEHI Inc. 1 BLOCK K, 82, EPIP Whitefield, Bangalore 560 066 India
Tel 91 80 6724 7030 Fax 91 80 2841 0114 Website. www.tcs.com
Registered Office Nirmal Building 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Helpline 1800 209 3111 Email careers@tcs.com

CADSYS

CADSYS (INDIA) LTD
Regd. Office : 3-6-262, 2nd Floor,
Tirumala Estates, Himayath Nagar,
Hyderabad - 500 029.
Phone : 040-23224110
URL : www.cadsystech.com
CIN No: L72200TG1992PLC014558

28th June, 2021

Confidential

Ref: HR/CSY/GIS/OPS/2021/JDE/22/05/21

To
Viswanadh Chejarla,
D.No: 1-81, Ulichi Village,
Ongole Mandal,
Prakasam District,
Andhra Pradesh - 523182.

Dear Viswanadh Chejarla,

Sub: Appointment Letter

With reference to your application and subsequent selection procedures, we are pleased to offer you a position as **Jr. Design Engineer (Smart City and IoT Solutions)** in our company located at Hyderabad on the following terms and conditions.

Your employment shall be effective from **28-Jun-2021** and you shall be on probation for a period of two years from date of joining ending on **27-Jun-2023** ("Probation End Date").

Your Salary Structure will be as per Annexure- A.

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your appointment will happen only upon submission of copies of following testimonials (originals to be presented for verification)

- Academic qualification certificates (SSC, Intermediate or Diploma, Graduation) including proof of date of birth, professional proficiency certificates, four latest passport size photographs, copies of Aadhaar, Pan and passport, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

In the event that there is any discrepancy in the submitted documents and information stated during the interview, we reserve the right to cancel your candidature.

1648AO131

JMZ

JMZ Technologies Private Limited

March 09 2023

PRIVATE AND CONFIDENTIAL
Mr. Devarakonda Kondababu

Emp Code: EMPSFT668

OFFER OF EMPLOYMENT

We refer to your application for employment and subsequent Interviews you had with us.

We are pleased to offer you employment with JMZ TECHNOLOGIES PRIVATE LIMITED, on the following terms and conditions

1. COMMENCEMENT OF EMPLOYMENT
Your employment would be effective from **April 10, 2023.**

2. QUALIFICATION
Your relevant qualification considered for this position is **Btech**

3. JOB TITLE
Your job title will be a **Test Engineer**

REMUNERATION
Your remuneration will be **INR 4,80,000 (Four Lakhs and Eighty Thousand)** per annum , A detailed break-up of the compensation will be discussed, and will be based upon JMZ Technologies segmentation between basic and non-basic compensation structure referenced in 'Annexure'.

4. TAXATION AND OTHER DEDUCTIONS
JMZ TECHNOLOGIES PRIVATE LIMITED shall withhold the appropriate amount of Indian Income taxes, And the Variable pay shall be paid in Quarterly from the salary paid to you. You shall be responsible for filing your personal returns and for complying with other requirements under the India tax laws. JMZ TECHNOLOGIES PRIVATE LIMITED shall also be entitled to deduct any other sums as may be recoverable from you time to time.

5. HOURS OF WORK
You are required to work for a total of 45 hours per week.

6. EARNED LEAVE
You will be eligible for annual earned leave of 15 days from JMZ TECHNOLOGIES PRIVATE LIMITED Paid Time Off practice that will be accrued on a monthly basis. Employees continue to earn leave until their balance reaches 30 days.

HOMZINTERIO

16UR1A0132

January 02, 2023

Ms. Prasanna

Bangalore

Dear Prasanna,

Sub: Letter of intent for appointment for the position "Interior Designer" at our Bangalore office.

Subsequent to your application and our discussions, we wish to convey our intent to utilize your services for the position of "**Interior Designer**". Your annual CTC will be Rs. 400,800/- (Rupees Four Lakh Eight Hundred Rupees Only).

A detail of your compensation is attached herewith. We expect you to be on board on 11th January, 2023 at 10:00 AM at our corporate office in Whitefield.

You will be issued a formal Appointment Order post you joining with us. For our documentation purpose, please provide copies of the following records:

1. Aadhar card
2. PAN card
3. Passport size photos – 2nos
4. Your academic certificates
5. Last 3 months' salary slip from the immediate past employment
6. Last six months' bank statement supporting the salary credit
7. Last Company Experience & Reliving letter

Looking forward for you to be part of our team.

For Select Home Interior Designers

Rochit Kar
Chief Executive Officer

16-143

Ref: TCSL/DT20229568590/1747506/Lucknow
Date: 28 January 2022

MR. GONUGUNTLA HARIKRISHNA
3-23 Padamata Bazar,
Savalyapuram, Guntur,
Andhra Pradesh-522646.
Tel# 917288999429

Sub: Joining Letter

Dear Mr. Gonuguntla Harikrishna,

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 **24th 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16-144

GSTIN : 37AAXCS8031P1ZA
✆ +91 84998 34444
✆ +91 84998 34444
E-mail : sciscoind@gmail.com
● : www.sciscoind.com

SCISCO
STRUCTURAL ENGINEERS PVT. LTD.
We design your dream home

57-15-8, Plot No. 11, 1St Floor, Funtimes Club Road, New Postal Colony, VIJAYAWADA - 10 AP

LETTER OF APPOINTMENT

Date.....

...29, 2021

Ref No:SCISCO/CO/HR/2021/14

...Gorinkala Satya Krishna Prasad,

...th reference to your application and the subsequent interview you had with us, we are ...ed to engage you as "Graduate Engineer Trainee" in Grade - IX in our organization on ...ollowing terms conditions:

5. You will be paid Rs.14000/- gross salary per month for the first year. Based on your performance increment will depend in every year.

6. You are however, liable to be transferred to any of our existing branches or that may be set up in future or any of our sister concerns orplace of work of our Company anywhere in India.

7. Your training shall be of one year duration and after successful completion of the training and subject satisfactory performance appraisal report of your learning by your superiors, you will be absorbed as Assistant Engineer — Construction in Grade – IX.

8. You will be eligible for Leave/Weekly Holidays/Festival Holidays and benefits as may be announced by the management for your cadre from time to time. Your services shall. be governed by the service rules as may be framed by the management from time to time.

Thanking You,

Yours Truly,

Scisco Structural Engineers Pvt Ltd.

Section A
16481A0147

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us www.meil.in U45202TG2006PLC050271

MEIL/APP0942/2020-21 **Date: 03/10/2020**

Mr. Gudise Suneel Kumar
H No: 2-40, Rly Stn Road, Mandavalli,
Krishna, Pin: 521345
Mobile No: 7382028817
Email Id: gudisesuneelkumar147@gmail.com

Dear Mr. Gudise Suneel Kumar

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Civil

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

IC-148

STRICTLY PERSONAL

Name: AEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Gunji Srinath

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,
For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

29th November 2021

To,
Gurindapalli Kavya
S/O Jayaram Krupanidhi,
1-95-1, Prathipadu, Prahipadu,
Krishna, Andhra Pradesh-521345

Sub: Contractual Appointment Letter for Project Assistant - Telugu

Dear Kavya,

We are happy to extend a contract with Educational Initiatives as under with effect from **29th November 2021 to 31st March 2021.** This contract may not be construed as an employment of any nature.

We congratulate you and look forward to a mutually enriching relationship at Educational Initiatives (EI) in our vision to create a world where children everywhere are learning with understanding.

Scope of Responsibilities (Project Assistant - Telugu):

- Working with children from Grades 6-9 and helping them to learn.
- Motivating children to learn foundational Maths, English and Telugu from online platform 'Mindspark'.
- Conducting fun activities for children to help them learn and explore Computer Science as a course in future.
- Co-ordinating and communicating with school management and co-workers.
- Academic monitoring of children and supporting them.
- Writing reports and implementing suggestions.
- Analysing data to figure out which students need more attention and support.

Terms of Engagement:

- The compensation will be Rs. 12,000/- per month.
- Compensation rate decided is all-inclusive; including taxes, levy, cess etc. and payment will be made subject to deduction of tax (TDS) at applicable rates.
- The consultant will engage in the above-mentioned scope of responsibilities for not more than 9 hours per day.
- The consultant must raise an invoice at the end of the month based on the number of days worked.
- The consultant and EI can choose to mutually terminate this contract at any point if they do not meet each other's expectations.

Apart from the above, you may have to share some responsibilities including administrative ones, as per the needs of the organization from time to time.

meil

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad 500037, Telangana, INDIA
Tel: +91 40 44336700 Fax: +91 40 44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

CE/GET/0196 **Date: 27/06/2022**

Mr.Jammana Hemasundara Rao
H.NO: 3-140, Jalari Veedhi, Chapara, Joduru,
Srikakulam, Andhra Pradesh - 532216.
Mobile No: 9346210012
Email Id: hemasundarjammana@gmail.com

Dear Mr.Jammana Hemasundara Rao

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) – Civil

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Drip Irrigation Singathalur Pkg I - 3131, Karnataka to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/07/2022

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,40,600 (Rupees Two Lakh Forty Thousand Six Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

Capgemini

Capgemini Technology Services India Limited No 14,
Rajiv Gandhi Infotech Park, Hinjawadi Phase III,
MIDC - SEZ, Village Man, Taluka Mulshi,
Pune - 411 057, Maharashtra,
India Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050
www.in.capgemini.com

June 16, 2022

Name : JONNALAGADDA GANESH
Employee ID : 46208277

Dear **JONNALAGADDA**,

Thank you for your continued efforts and dedication. Last year was a period of many milestones and achievements. Talent growth and development will be a key factor in our clients' and company's success. As we gear up for an even more successful future, we maintain three focus areas going forward- Sustainability, Talent and Innovation.

Further, we are pleased to inform that your Pay Review has been concluded. We hope you continue to grow and contribute in the organization with the same vigor and passion.

Your revised compensation effective **July 01, 2022** is as below:

Total Fixed Compensation	Variable Compensation	Total Cash Compensation
INR 388,790	INR 0	INR 388,790

A break-up of your revised compensation is detailed in the **Annexure 1**. We recommend you to go through the Compensation Policy and OAAR Video to have more clarity on your salary structure.

Congratulations and wishing you a happy and rewarding career with Capgemini!

With Best wishes,
For Capgemini Technology Services India Limited

Ashwin Yardi
CEO, Capgemini India

16-156

Eavetop
Softech

Tirupathi

OFFER LETTER

Dear Ms.JUVVA ANITHA,

On behalf of Eavetop Softtech Private Limited I am pleased to extend an offer of employment to you on the following terms and conditions:

SPECIFIC TERMS & CONDITIONS OF EMPLOYMENT

1. TERMS

You will be employed as – **Role in TRAINEE ENGINEER** of EAVETOP. You shall (i) perform those duties as may from time to time be assigned to you by EAVETOP or its affiliates; (ii) devote your full-time attention and best efforts solely and exclusively to the duties assigned to you; and (iii) comply with all existing EAVETOP rules, regulations, policies and directives and those which may be established from time to time, including the applicable rules, regulations, policies and directives of EAVETOP. Your employment will be at-will and may be terminated either by you or EAVETOP at any time for any reason, with or without cause, with a thirty (30) days notice period during Probation period .

You are required to join on or before **Date:28.12.2020** and the offer would stand withdrawn thereafter, unless the date is extended by us and communicated to you in writing. Please report to our office at 10:00 am on the joining date to complete the joining formalities at Eavetop, **28.12.2020** Phone: **8096936558.**

Please indicate your acceptance of this appointment by returning one set of this letter to us, duly signed on all sheets at the bottom on the right corner to **HR Department** by **Joining Date** (marking on the envelope "ACCEPTANCE OF OFFER"). In case of further clarifications, please communicate with HR.

Though the start and end time of your work may vary based on the needs of your department, you are expected at the office daily (Monday through Saturday) during the core business hours of 07:00 PM to 4:00 AM including 45 mins Dinner and 15 mins Tea Break, unless otherwise directed by EAVETOP.

2. COMPENSATION

Gross Salary - EAVETOP shall pay you for your services a gross salary at a rate of **Gross Salary: Rs.2,00,004/- (Rupees Two Lakhs And Four only) Per Anum.**to be paid on a monthly basis in accordance with EAVETOP's regular payroll practices. You will be required to participate in the Provident Fund and Gratuity plan as may be mandated by Indian law. Additionally, except as otherwise required by law, taxes on any payment made under this letter will be borne by you. EAVETOP shall deduct tax at source ("TDS") on any payments under this letter that require such deduction to be made by the employer in accordance with the Indian tax laws.

Eavetop Softtech Private Limited
Plot : 173,Ameya Towers,
Air Byepass Road,
Tirupathi – 517501.

CIN : U72502KA2018PTC116711
E-Mail : support@Eavetop.com
Website : www.eavetop.com
Land Line : 0877 - 2243331

J. Anitha.

TATA

16421A0152

Offer: Computer Consultancy
Ref: TCSL/DT20229774793/Pune
Date: 09/02/2022

Mr. Jaya Venkatasai Kandula
House No:30/409/10 , Mustakhanpet, Machilipatnam.Port Road,
Machilipatnam Railwaystation,
Machilipatnam-521001,
Andhra Pradesh.
Tel# -

Dear Jaya Venkatasai 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.

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

16-159

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru.

Dear K.Navya Manasa

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

Tirupathi

OFFER LETTER

Dear Ms.KOKA SAI BINDU CHANDRIKA,

On behalf of Eavetop Softtech Private Limited I am pleased to extend an offer of employment to you on the following terms and conditions:

SPECIFIC TERMS & CONDITIONS OF EMPLOYMENT

1. TERMS

You will be employed as – **Role** in **TRAINEE ENGINEER** of EAVETOP. You shall (i) perform those duties as may from time to time be assigned to you by EAVETOP or its affiliates; (ii) devote your full-time attention and best efforts solely and exclusively to the duties assigned to you; and (iii) comply with all existing EAVETOP rules, regulations, policies and directives and those which may be established from time to time, including the applicable rules, regulations, policies and directives of EAVETOP. Your employment will be at-will and may be terminated either by you or EAVETOP at any time for any reason, with or without cause, with a thirty (30) days notice period during Probation period.

You are required to join on or before **Date:28.12.2020** and the offer would stand withdrawn thereafter, unless the date is extended by us and communicated to you in writing. Please report to our office at 10:00 am on the joining date to complete the joining formalities at Eavetop, **28.12.2020 Phone: 9491074148.**

Please indicate your acceptance of this appointment by returning one set of this letter to us, duly signed on all sheets at the bottom on the right corner to HR **Department by Joining Date** (marking on the envelope "ACCEPTANCE OF OFFER"). In case of furthe[illegible] please communicate with HR.

Though the start and end time of your [illegible] on the needs of your department, you are expected at the office daily (Monday through Satur[illegible] business hours of 07:00 PM to 4:00 AM including 45 mins Dinner and 15 mins Tea Break, un[illegible] by EAVETOP.

2. COMPENSATION

Gross Salary - EAVETOP shall pay you for your se[illegible] **Gross Salary: Rs.2,00,004/- (Rupees Two Lakhs And Four only) Per Anum.** to be paid on a m[illegible] EAVETOP's regular payroll practices. You will be required to participate in the Provident Fu[illegible] dated by Indian law. Additionally, except as otherwise required by law, taxes on any [illegible] be borne by you. EAVETOP shall deduct tax at source ("TDS") on any payments u[illegible] to be made by the employer in accordance with the Indian tax laws.

K. B. Bindu

Eavetop Softtech Private Limited
Plot : 173 Ameya Towers
Air Bypass Road
[illegible] 77501

16-172

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear K.Mahipal

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

1662100190

GKC
Inspiring the future

LETTER OF INTENT

Lr.No. : GKCPL/HO/HR/000856/2021 Date : 19.04.2021

Mr. Nalluri Pavan Kumar
Bhaskar Residency, Flat No. 404,
G.S Puram, Near TTD Kalyanamandapam,
Gudiwada, Krishna Dist-521301.
Ph.No. : 8074791494

Dear Mr. Nalluri Pavan Kumar,

With reference to your application and discussion, we are pleased to offer you the position of **Graduate Engineer Trainee (Civil)** on the following terms and conditions :

1) You will be under training for a period of one year from the date of joining.
2) Your place of posting will be at any of our project site **Raipur Project (Kodebad - Dhamtari).**
3) You shall report for training on or before 02.04.2021.
4) You will be paid a stipend as per the Annexure-I.
5) Detailed letter of appointment will be given at the time of joining.

On the day of your joining, you are required to submit the following :

a) Relevant copies of Academic/ Professional attainments and mark sheets.
b) Documentary evidence of date of birth.
c) Three passport sized color photographs and PAN card photocopy.
d) Two references.
e) Address Proof.

Please acknowledge.

Yours faithfully,

For GKC Projects Limited

19/04

Ram Vemuri
Executive Director.

16481100191

Andhra Pradesh State FiberNet Limited

CIN U72200TG2015SGC101155

(A Government of AP enterprise under the Energy Department)

No. APSFL/BBNL/Contract/435/90/2021 **Dated: 22.03.2021**

To,
Shri. Nalluri Sampath,
Krishna.

Sub: APSFL - Appointment of Shri. **Nalluri Sampath** as **Field Engineer** on Contract Basis.

***

We are pleased to inform you that you have been appointed as **Field Engineer**, APSFL on contract basis for an initial period of **02 Years** from date of joining.

Your services will be utilized at INCAP A.P Govt. PSU. Your remuneration is **Rs. 25,000/- PM** and Fixed Conveyance allowance of **Rs. 5,000/- PM** will be paid to field staff.

Your services shall be utilized in any of the location in the State of Andhra Pradesh based on the Organizational requirement. District allotment will be done after completion of Field Training.

Corporation is entitled to terminate your employment with a notice, indemnities and compensation in the event of any of the following:

i) If you are, in the opinion of the Corporation, guilty of dishonesty, misconduct or negligence in the performance of your duties.

ii) If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations.

iii) If you are found guilty of making any illegal monetary profit or other rewards, in cash or in kind, out of any of the Corporation affairs or any of its subsidiaries or related corporations.

This appointment may get terminated by giving one month written notice on either side. You are advised to convey your acceptance and acknowledge the receipt of this letter.

This has the approval of Competent Authority.

General Manager (F&A,HR)

Ref: TCSL/CT20192793284/1644483/Pune
Date: 17 November 2021

MR UDAYA BHANU PINDRA
5-36-B Gantalammapalem,
Akulamannadu, Machilipatanam,
Andhra Pradesh-521366
Tel# 916304171399

Sub: Joining Letter

Dear Mr. Udaya Bhanu Pindra,

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.

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 Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16-100

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP1437/2020-21 **Date: 10/11/2020**

Mr.Shaik Rabbani Basha
D No:16-11, Anjanapuri Colony, Chalapalli Road,
Pamaru, Krishna, A.P, Pin:521157.
Mobile No: 9063383129
Email Id: rabbani16c0@gmail.com

Dear Mr.Shaik Rabbani Basha

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Civil

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at WSP Ganga Water Lift Project Phase I - 3188, Bihar to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on 18/11/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800 (Rupees Two Lakh Eleven Thousand Eight Hunrded Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

TATA

16681F0161

Ref: TCSL/DT20222094060/1840354/Chennai
Date: 22 April 2022

MR. SHAKE JOHN BASHA
2-132, Arugolanu Main Road,
Opp Sai Baba Temple, Vijayawada,
Andhra Pradesh-521106.

Sub: Joining Letter

Dear Mr. Shake John Basha,

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 **19th May 2022** , your joining location is **Chennai** and work location is **Chennai** . 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

2016-20
16-1C2.
Karthik.

Offer: Computer Consultancy
Ref: TCSL/CT20192715582/Hyderabad
Date: 13/09/2019

Mr. Karthik Ram Singaluri
17/133-A,
Edepalli,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9177024330

Dear Karthik Ram Singaluri,

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 **₹3,36,875/-** 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 &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 666/ 2000 Fax: 91 40 666/ 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelink: 1800 209 3111 Email: careers@tcs.com

16-1C3

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear S.Sushma

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

16-1C4

Pennar Industries Limited

HR_ES_611

Date: 05th Dec2020

Mr. Sripathi Krishna Chaitanya,
14-152, Arandalpet,
Challapalli Road, Opp Vijaya Rice Mill,
Pamarru, AP- 521157
Mobile: 7396306247, Email: chaitusripathi091@gmail.com

Offer of Employment

Dear *Mr. Chaitanya,*

This has reference to your application and subsequent interview/various discussions you had with us. We are pleased to inform you that, you have been selected by Pennar Industries Limited (PEBS Division) for the position of **"TRAINEE ENGINEER - DETAILING"** (*Grade*: **M14)** on the following terms.

1.	Date of Joining	:	At an earliest date, but not later than **09th Dec 2020**
2.	Probation Period	:	**12 (Twelve) months** from the date of joining
3.	Initial Place of Posting	:	**BO - Visakhapatnam**
4.	Fixed CTC Per Annum	:	**Rs.1,89,800/-** (CTC structure enclosed as Annexure-I) **(Rupees One Lakh Eighty Nine Thousand Eight Hundred Only)**

5. You will be eligible for a maximum amount of Performance Linked Incentive/Bonus of **Rs.30,000/- Per Annum**. Actual payout will be based on your performance and overall performance of the BU/Company.
6. As per the Company Policy, coverage under **Group Medi-claim Policy (GMP)** for Self, Spouse & first two Children (or) **ESI** as per statutory rule whichever is applicable, and coverage under **Group Personal Accident Policy (GPAP)** will be provided over and above the CTC mentioned above.
7. You will be working in **"ENGINEERING - DETAILING"** department. You will have to **sign-off the KRAs** upon joining, and signed KRA form should be submitted to HROPS within 7 days of Joining.
8. Your reporting structure & place of posting may vary according to the organizational requirement.
9. This offer is made based on the credentials you have furnished in your CV and during the interview.
10. This offer is subject to you being found medically fit, positive reference check and submission of relieving documents from the current employer on the day of joining the Company.
11. This letter is valid till the period of date of joining indicated above. Any change to it may be admitted subject to the prior approval of the undersigned in writing.
12. You will be required to complete the joining formalities specified in the **Annexure-II**. All the original documents are required to be submitted for verification along with self-attested copies on joining day.
13. Without prejudice, in case of any eventualities beyond the control of the company, this offer of employment may stands cancelled or date of joining will be revised to such extended date, as the case may be.

Please submit the acceptance within **02 (Two) working days** after the receipt of this offer letter, duly countersigned at the place provided by indicating your **intended date of joining**, as a token of confirmation and acceptance of this offer letter. In the absence of the receipt of acceptance letter within the stipulated period of time, the offer given by us stands cancelled.

We look forward to have a long-term association with you and wish you every success in your endeavours to learn and perform well and contribute in the growth of the Company.

With Best Regards,
For PENNAR INDUSTIES LIMITED,

Pennar Industries Limited PEBS

Sankara Rao Reesu
Head - Human Resources

ACCEPTANCE

I accept the above offer of employment and will join the Company on _____.

Signature: Place: Date:

Registered Office:
Pennar Industries Limited
3rd Floor, DHFLVC Silicon Towers,
Kondapur, Hyderabad - 500084
E-mail: corporatecommunications@pennarindia.com
CIN: L27109TG1975PLC001919

Corporate Office:
Pennar Industries Limited
9th Floor, DHFLVC Silicon Towers,
Kondapur, Hyderabad - 500084
T: +91 40 40210525/26
E-mail: contact@pebspennar.com

www.pennarindia.com
www.pebspennar.com

16-1112

STRICTLY PERSONAL

Name: AEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear T. Prudhvi Raj

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training.** It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-104

GSTIN : 37AAXCS8031F1ZA
+91 84998 34448
+91 84998 34446
E-mail : scisco.ind@gmail.com
www.scisco.ind.com

SCISCO
STRUCTURAL ENGINEERS PVT. LTD.
We design your dream home

57-15-8, Plot No. 11, 1St Floor, Funtimes Club Road, New Postal Colony VIJAYAWADA 10 A.P.

Date.....

LETTER OF APPOINTMENT

29, 2021 Ref No: SCISCO/CO/HR/2021/3

Dear Uppu Suresh,

With reference to your application and the subsequent interview you had with us, we are pleased to engage you as "Graduate Engineer Trainee" in Grade - IX in our organization on following terms conditions.

1. You will be paid Rs.14000/- gross salary per month for the first year. Based on your performance increment will depend in every year.

2. You are however, liable to be transferred to any of our existing branches or that may be set up in future or any of our sister concerns orplace of work of our Company anywhere in India.

3. Your training shall be of one year duration and after successful completion of the training and subject satisfactory performance appraisal report of your learning by your superiors, you will be absorbed as Assistant Engineer — Construction in Grade – IX.

4. You will be eligible for Leave/Weekly Holidays/Festival Holidays and benefits as may be announced by the management for your cadre from time to time. Your services shall. be governed by the service rules as may be framed by the management from time to time.

Thanking You,

Yours Truly,

Scisco Structural Engineers Pvt. Ltd

- Land Survey
- Soil And Material Tests
- Estimation
- Building Planning & Designing
- Management Consultant
- Interior And Exterior Designs
- Contract Works

164210 106

GREENMARK
DEVELOPERS

Ref No.GMD/HR/1650/2020 01.11.2020

Mr. VEJANDLA SIVA KUMAR
H. NO: 10-64 Main Road,
Kodur, Krishna (D), AP- 521328.
Mobil No: 9704590845.

Dear Siva Kumar,

Thank you for evincing interest in getting associated with **Greenmark Developers Pvt LTD.** Consequent to our discussions, we invite you to join the **Greenmark** family initially in the position of **"GET- Civil"** in our site based at Hyderabad.

Your compensation will be as per the agreed terms and conditions during our discussions.

We expect you to join us on or before **05.11.2020.** A formal appointment letter detailing the break-up of your salary and other terms and conditions will be issued on the day of your association with us.

We look forward to a mutually beneficial professional association.

For Greenmark Developers Pvt Ltd.,

GREENMARK DEVELOPERS PVT LTD

Maheswara Rao M
Manager- HR

Received and Accepted.
V. Sivakumar
2/11/20

GREENMARK DEVELOPERS PRIVATE LIMITED

1-98/6/J/26/NR, Plot No 26, Jubilee Enclave, Madhapur, Serilingampally Mandal, Ranga Reddy (Dist), Hyderabad, ngana-500 081 Ph +91 40 2368 1100 E info@greenmarkdevelopers.com W www.greenmarkdevelopers.com

CIN U45200TG2008PTC050612

A-14-101

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,KRISHNA DISTRICT 967

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Sri A.Md. Imtiaz, IAS



M Anil Kumar

Rc.No.A4/430/2019/DSC-2019/ **Dated: /2019**

-:o:-

ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the **A.P. SURVEY & LAND RECORDS SUBORDINATE SERVICE** - Appointment Orders - Selection to the post of **Village Surveyer (Grade-III)** - Orders issued.

Read :
1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
2. Recruitment **NOTIFICATION NO.01/2019, DT: 26/07/2019** for the Post of **Village Surveyer (Grade-III)**
3. Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
4. Hon'ble High Court's Orders in Writ Appeal No. 282/2019 and Writ Appeal 310/2019.
5. Member Convenor DSC - 2019, Letter No : **4202/19P5 & DATED 28/09/2019 ,Dated: /2019**

-:o:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee in the reference 5th cited Sri/Smt/Kumari **MAGANTI ANIL KUMAR** S/o,D/O,W/o **MAGANTI KANAKA CHINTAIAH** (HT No:**190605003643**) is hereby provisionally appointed as **Village Surveyer (Grade-III)** and directed to report at **ASSISTANT DIRECTOR, SURVEY & LAND RECORDS, MACHILIPATNAM, PHONE 08672252568 on /2019 at 10.00 A.M** upon accepting the following Terms and Conditions:-

1. You are hereby offered provisional appointment to **Village Surveyer (Grade-III)** in the **DEPARTMENTOF REVENUE (SURVEY& LAND RECORDS)**

GSTIN : 37AAXC6803[illegible]
+91 84[illegible]
+91 84[illegible]
Email : [illegible]
www.[illegible]

SCISCO
[illegible] ENGINEERS PVT. LTD.
[illegible] your dream home

57-15-8, Plot No. 11, 1st Floor, Funkimos Club Road, New Postal Colony, [illegible]

Date.....

LETTER OF APPOINTMENT

[illegible], 2021 Ref No.SCISCO/CO/HR/2021/36

[illegible] Sunkara Rajesh,

[illegible] reference to your application and the subsequent interview you had with us, we are [illegible] to engage you as "Graduate Engineer Trainee" in Grade - IX in our organization on [illegible] following terms conditions

1. You will be paid Rs.14000/- gross salary per month for the first year. Based on your performance increment will depend in every year.

2. You are however, liable to be transferred to any of our existing branches or that may be set up in future or any of our sister concerns orplace of work of our Company anywhere in India.

3. Your training shall be of one year duration and after successful completion of the training and subject satisfactory performance appraisal report of your learning by your superiors, you will be absorbed as Assistant Engineer — Construction in Grade – IX.

4. You will be eligible for Leave/Weekly Holidays/Festival Holidays and benefits as may be announced by the management for your cadre from time to time. Your services shall. be governed by the service rules as may be framed by the management from time to time.

[illegible]king You,

[illegible] Truly,

[illegible] Structural Engineers Pvt Ltd

- Legal Survey
- Soil And Material Tests
- Estimation
- Building Planning & Designing
- Management Consultant
- Interior And Exterior Designs
- Contract Works

U A- 17-105

Sub: Village Revenue Officers-Grade-II - Krishna District - Recruitment for the Post Village Revenue Officers Grade-II - Provisionally selected through District Selection Committee, Krishna - Appointed as Village Revenue Officer Grade-II - Place of Posting Orders - Issued.

Read:
1) G.O.Ms No.110, PR & RD Dept (MDL-I), dt 19.07.2019.
2) Recruitment NOTIFICATION No.Ser.IV(1)/216/2019, dt 26.07. 2019 for the post of Village Revenue Officer Grade-II
3) G O.Ms.No.415 Revenue (SER.III), Department, dt:26.09.2019
4) G.O.Ms.No.417 Revenue (SER.III), Department, dt:27.09.2019
5) This Office Proceedings Rc.A7/371/2019, Dt:29.09.2019
6) G.O.Ms No.153, PR & RD Dept (MDL-I), dt 04.10.2019.
7) Option of the individual, during counselling dt 21.11.2019.

-@@@-

ORDER:

In the reference 5th read above, orders were issued appointing Sri/Smt/Kum **KAJA VENKATA SAI DURGA RAO** as Village Revenue Officer (Grade-II) who was provisionally selected by the District Selection Committee and allotted to the Revenue Department.

The selection and appointment will be governed by 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 successful completion of probation, the individual will be placed in the Pay Scale of Rs.14,600-Rs.44,870 in RPS 2015.

As per the option exercised by the individual at the time of counselling on 09.10.2019, he/she is hereby posted as **Village Revenue Officer(Grade II)** to **Kattubadipalem** Village/Ward Secretariat of **G.Konduru** and directed to report before the Tahsildar / Panchayat Secretary Concerned immediately.

The Tahsildar / Panchayat Secretary Concerned 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 in concerned Secretariat.

The individual is informed to follow the conditions prescribed in the reference 5th read above and submit fitness certificate to the Tahsildar / Panchayat Secretary Concerned at the time of joining.

Collector, Krishna

To

Sri/Smt/Kumari. **KAJA VENKATA SAI DURGA RAO, 34-2-21,KASTURIBAIPET,VIJAYAWADA,520010,KRISHNA,URBAN,Vijayawada,Election Ward No 19**

The Tahsildar Concerned.
The Panchayat Secretary / Special Officer concerned.
Copy to the Mandal Parishad Development Officer / Municipal Commissioner concerned.
Copy to the Revenue Divisional Officer/Sub Collector concerned.
Copy to the STO/ATO concerned.

Ref: PM/CO/HR/F.No.704/20-21/4543

POWER MECH
Growth Unlimited

Date: 04.11.2020

Offer Letter

To,
Mr.Ajay Kumar
D.No:9-228, Beside BSNL Offfice, Ongole Road, Korisapadu Mandal,
Prakasam Dist, Andhra Pradesh, Pin:523212.
Mobile: 8919496361

Dear Mr. Ajay Kumar,

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

You will be paid a CTC of Rs 262600/-(Rupees Two Lakhs Sixty Two Thousand Six Hundred 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,Yadadri,5X800MW Yadadri TPS,Veeralapalem Vill,Dameracherla Mandal,Nalgonda Dist,Telangana.. 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 16.11.2020 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 Site HR Mr. Sudhakar - 9966565456 who will take care of your joining formalities.

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.,

Ch. Usha Rani
DGM – HR & Admin

Ajay Kumar

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,KRISHNA DISTRICT

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Sri A.Md. Imtiaz, IAS



Rc.No.A4/430/2019/DSC-2019/ Dated: /2019

-:o:-

ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the **A.P. SURVEY & LAND RECORDS SUBORDINATE SERVICE** - Appointment Orders - Selection to the post of **Village Surveyer (Grade-III)** - Orders issued.

Read :

1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
2. Recruitment **NOTIFICATION NO.01/2019, DT: 26/07/2019** for the Post of **Village Surveyer (Grade-III)**
3. Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
4. Hon'ble High Court's Orders in Writ Appeal No. 282/2019 and Writ Appeal 310/2019.
5. Member Convenor DSC - 2019, Letter No : **4202/19P5 & DATED 28/09/2019 ,Dated: /2019**

-:o:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee in the reference 5th cited Sri/Smt/Kumari **PENNERU DIVYA** S/o,D/0,W/o **PENNERU PITCHESWARA RAO** (HT No:**190605012874**) is hereby provisionally appointed as **Village Surveyer (Grade-III)** and directed to report at **ASSISTANT DIRECTOR, SURVEY & LAND RECORDS, MACHILIPATNAM, PHONE 08672252568 on 1.10.2019 at 10.00 A.M** upon accepting the following Terms and Conditions:-

1. You are hereby offered provisional appointment to **Village Surveyer (Grade-III)** in the **DEPARTMENTOF REVENUE (SURVEY& LAND RECORDS)**

Le 17 - 119

Srinivasa Builders

(Regd No 0067 of 2001)
Plot No. 124, Road No. 22,(Internal Road No.15)
Prashasan Nagar, Jubilee Hills, Hyderabad-500110.
Telangana State Ph: 040-23559496, 23558893

APPOINTMENT LETTER

05th December,2020.

To,
Mr.Mohammad Farid Basha
15-199-12,
Near Rail Way Station road,
Pedana Krishna Dt.
Andhra Pradesh - 521366.

Dear Mr. Mr.Mohammad Farid Basha

This has reference to your interview with our interview board team. We are pleased to offer you a position as **"SITE ENGINEER-TRAINEE"** with our company as per the terms and conditions set out below.

This Offer letter is subject to the following terms and conditions:

1. Your pay will be Rs.1,80,000/- (Rupees One lakh Eighty Thousand only) per annum. (Professional Tax, Provident Fund, TDS will be deducted accordingly) Your Primary place of work will be at our **Site.**

2. You are under period of observation for six (6) months from the date of joining. At the end of observation tenure, completely based on the performance your employment status will be confirmed. In case of non-performance or under performance, company deserves the right to terminate the employment after the end of observation period.

3. You should complete all the joining formalities on or before **05-12-2020** and report at-Head Office- Hyderabad on **05-12-2020.**

4. You have to serve a notice in advance three months in case of resignation. One-month notice period in case the company wants you to discontinue from the service due to non-performance. In case of disciplinary ground, the company can immediately remove from the employment. The employee shall not join any organization which is directly or indirectly a competitor to Reliance builders and where there is a potential threat to Reliance builder's intellectual property for at least one year after terminating the employment with Reliance builders.

5. This appointment has been made based on the information furnished by you. However, if there is a discrepancy in the documents/certificates given by you as a proof in support of the above, M/s. SRINIVASA BUILDERS reserve the right to revoke the appointment at any time.

Contd...2

SRINIVASA BUILDERS

E-mail: reliancehome@rediffmail.com

...gsdwsappointment/selectionlistbyallNew.jsp?mode=getAppointmentOrderView&post_code=20&hallTic...

(c 17-121
1018

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,KRISHNA DISTRICT

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019



G. Anuroop

Present : Sri / Smt Sri A.Md. Imtiaz, IAS

Rc.No.A4/430/2019/DSC-2019/ **Dated: /2019**

-:o:-

ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the **A.P. SURVEY & LAND RECORDS SUBORDINATE SERVICE** - Appointment Orders - Selection to the post of **Village Surveyer (Grade-III)** - Orders issued.

Read :
1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
2. Recruitment **NOTIFICATION NO.01/2019, DT: 26/07/2019** for the Post of **Village Surveyer (Grade-III)**
3. Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
4. Hon'ble High Court's Orders in Writ Appeal No. 282/2019 and Writ Appeal 310/2019.
5. Member Convenor DSC - 2019, Letter No : **4202/19P5 & DATED 28/09/2019 ,Dated: /2019**

-:o:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee in the reference 5th cited Sri/Smt/Kumari **GOSIPATALA ANUROOP** S/o,D/0,W/o **GOSIPATALA SYAM BABU** (HT No:**190605004657**) is hereby provisionally appointed as **Village Surveyer (Grade-III)** and directed to report at **ASSISTANT DIRECTOR, SURVEY & LAND RECORDS, MACHILIPATNAM, PHONE 08672252568 on /2019 at 10.00 A.M** upon accepting the following Terms and Conditions:-

1. You are hereby offered provisional appointment to **Village Surveyer (Grade-III)** in the **DEPARTMENTOF REVENUE (SURVEY& LAND RECORDS)**

17U85A0123

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0946/2020-21 **Date: 03/10/2020**

Mr. Jogi Sriram Manikanta
H No: 15-123-13, Library Street,
Pedana, A.P, Pin: 521366
Mobile No: 9985528306
Email Id: srirammanikanta034@gmail.com

Dear Mr. Jogi Sriram Manikanta

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Civil

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

17-5-127

Date: 16th March 2021

Ref No: 4415

Ms. Kotaru Anusha
Hyderabad.

Dear Kotaru Anusha,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of Rs. **195000/-** (Rupees One Lakh Ninety Five Thousand Only) per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be Rs. **156000/-** (Rupees One Lakh Fifty Six Thousand Only).

3. **Annual Variable Compensation**. Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **39000/-** (Rupees Thirty Nine Thousand Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.

4. **Other Benefits**. Upon you joining the Company, you will be positioned as Grade **JL1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Hyderabad**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then

Since 1988

Reliance Builders
Value Built on Values
(Regd. No. 00659 of 1989)
Plot No. 126, Road No. 15, Prashasan Nagar,
Jubilee Hills, Hyderabad-500110.Telangana State
Ph: 040-23559496, 23558893

APPOINTMENT LETTER

18th September, 2020.

To,
Mr. KOTHALANKA RAVIRAJ
S/o. Mr. Venkateswara Rao,
16-44 Travellers bangla back side,
Maruthi center kothapeta
Kothapeta East Godavari
Andhra Pradesh-533223.

Dear Mr. KOTHALANKA RAVIRAJ.

This has reference to your interview with our interview board team. We are pleased to offer you a position as **"SITE ENGINEER-TRAINEE"** with our company as per the terms and conditions set out below.

This Offer letter is subject to the following terms and conditions:

1. Your pay will be Rs.1,80,000/- (Rupees One lakh Eighty Thousand only) per annum. (Professional Tax, Provident Fund, TDS will be deducted accordingly) Your Primary place of work will be at our **Site.**

2. You are under period of observation for six (6) months from the date of joining. At the end of observation tenure, completely based on the performance your employment status will be confirmed. In case of non-performance or under performance, company deserves the right to terminate the employment after the end of observation period.

3. You should complete all the joining formalities on or before **18-09-2020** and report at-Head Office- Hyderabad on **18-09-2020.**

4. You have to serve a notice in advance three months in case of resignation. One-month notice period in case the company wants you to discontinue from the service due to non-performance. In case of disciplinary ground, the company can immediately remove from the employment. The employee shall not join any organization which is directly or indirectly a competitor to Reliance builders and where there is a potential threat to Reliance builder's intellectual property for at least one year after terminating the employment with Reliance builders.

5. This appointment has been made based on the information furnished by you. However, if there is a discrepancy in the documents/certificates given by you as a proof in support of the above, M/s. RELIANCE BUILDERS reserve the right to revoke the appointment at any time.

Contd...2

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0947/2020-21 **Date: 03/10/2020**

Mr. Mallela Poorna Chandra Sekhar
H No:12-47/A, Gollapudi Vari Street, Kankipadu,
Krishna, A.P, Pin:521151
Mobile No: 7095132252
Email Id: mpcsekhar111@gmail.com

Dear Mr. Mallela Poorna Chandra Sekhar

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Civil

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 1,99,800/- (Rupees One Lakh Ninety Nine Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd..

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Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0948/2020-21 **Date: 03/10/2020**

Mr. Bollapragada Venkata Sai Swaroop
Kuchibotla Sreemannarayana Complex, Gowrishankarapuram, Gudivada,
Krishna, A.P, Pin:521301
Mobile No: 9247692006
Email Id: bollapragadasaiswaroop@gmail.com

Dear Mr. Bollapragada Venkata Sai Swaroop

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Civil

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 1,99,800/- (Rupees One Lakh Ninety Nine Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

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PROCEEDINGS OF THE ASSISTANT DIRECTOR, DISTRICT SURVEY & LAND RECORDS, KRISHNA, MACHILIPATNAM.
Present: Sri K.Prabhakar, M.A.,

Progs. No.A4/430/2019 Dated: 18 .12.2019.

Sub:- Recruitment of posts to **Village Secretariats-DSC-2019** - Provisional offer of Appointment in the A.P.SURVEY&LAND RECORDS SUBORDINATE SERVICE RULES-Selection to the post of Village Surveyor (Grade-III) by DSC - **Placement or posting orders-Issued.**

Ref:-
1) G.O.Ms.No.110, Panchayat Raj and Rural Development (MDL-1), Department, dated 19.07.2019.
2) Notification No.01/2019, dated .07.2019.
3) Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
4) Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25.09.2019.
5) Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 28.09.2019.
6) Proceedings No.A4/430/DSC/2019, dated 28 .09.2019, 29.09.2019 30.09.2019,18.11.2019, 16.12.2019 of the Chairman, District Selection Committee and District Collector, Krishna, Machilipatnam.

*****

ORDERS:

Consequent upon your selection by the District Selection Committee (DSC), the Chairman of the District Selection Committee & the District Collector, Krishna, Machilipatnam, approved and provisionally appointed you as Village Surveyor (Grade-III) vide Reference 6th cited and directed the Assistant Director, Dist. Survey and Land Records, Krishna, Machilipatnam, to post you in the Village Secretariat, as the Assistant Director is the appointing authority to the post of Village Surveyors(Grade-III) (Category(7) in Class-A under Rule (2) under Rule-3 of the G.O.Ms.No.102 Revenue(SS-2) Department dated: 05-02-2001 as amended vide ref. 6th cited.

In view of the above, Sri/Smt/Kumari **VEERABATHINA NARESH KUMAR (HT.No. 190605002899)** is hereby provisionally appointed as Village Surveyor (Grade-III) by the Assistant Director, Survey and Land Records, Krishna, Machilipatnam being the appointing authority for the post of Village Surveyor Grade-III and posted to the Village Secretariat, **Penumalli, Pedana Mandal** as Village Surveyor (Grade-III).

You are hereby offered provisional appointment to **Village Surveyor (Grade-III)** in the **DEPARTMENT OF REVENUE (SURVEY & LAND RECORDS)**

- You will be on probation for a period of two years within a continuous period of three years from the date of joining the post and period of probation you will be paid consolidated pay of Rs. 15,000 per month
- During the period of Probation, you will be required to undergo Induction Training and also to undertake such other training courses and pass departmental tests as the Government may prescribe from time to time. Successful completion of Probation and subsequent confirmation is mandatory. Failure to complete the period of probation to the satisfaction of the Government or failure to pass the prescribed test(s), if any, will render you liable for discharge from service.
- During the period of Probation, you will be required to undergo Induction Training and also to undertake such other training courses and pass departmental tests as the Government may prescribe from time to time. Successful completion of Probation and subsequent confirmation is mandatory.
- Failure to complete the period of probation to the satisfaction of the Government or failure to pass the prescribed test(s), if any, will render you liable for discharge from service.

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GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN,DSC
KRISHNA DISTRICT
Lr.No.DSC/106/11/200611001590. Date:03/11/2020

CALL LETTER TO ATTAEND CERTIFICATE VERIFICATION TO THE POST OF WARD PLANNING & REGULATION SECRETARY (GRADE-II)

(DSC NOTIFICATION No NOTIFICATION NO. 05/2020, DATED:10.01.2020)

It is to inform that you are provisionally called for Certificate Verification to the Post of WARD PLANNING & REGULATION SECRETARY (GRADE-II) vide NOTIFICATION NO. 05/2020, DATED:10.01.2020 of DSC in MUNICIPAL ADMINISTRATION DEPARTMENT (General Recruitment) in KRISHNA district.

Sri/Smt/Kum VAMSI SIDDANI, bearing HT No. 200611001590 is hereby informed to upload all required certificates to the Grama-sachivalayam website, before attending the certificate verification in person. You are requested to attend the Certificate Verification by 2:00 PM on 06/11/2020 in the Office of Andhra Layola College, Intermediate Block, Vijayawada, Krishna District,KRISHNA district along with your Photo ID Card and the following Certificates in Original without fail. Except candidate, no other person is allowed inside the Verification Hall.

1. Two copies of the application form which was uploaded to the website.
2. Two photos, on the rear side of which candidate details shall be given
3. Copy of Hall Ticket
4. Date of Birth Certificate or 10th class pass certificate
5. Certificates of all Education qualifications
6. School Study Certificates 4th to 10th Class
7. Latest Community Certificate issued by the competent authority
8. Medical Certificates for PH Candidates, issued by competent Board/Authority
   a) Medical Certificate for Blind (For VH)
   b) Certificate of Hearing Disability and Hearing Assessment (For HH)
   c) Medical Certificate in respect of Orthopedically Handicapped Candidates (For OH)
9. Sports Merit certificates (In case of candidates selected under sports quota)
10. Ex-service Men Certificates (In case of Candidates Selected under Ex- Service Men Quota) issued by competent Unit Head
11. Creamy Layer Certificate (For all BC Candidates)
12. Residence Certificate, if you are claiming local status as private candidate
13. Duly filled & signed Antecedent Verification form downloaded from candidate's log-in
14. Certificate of experience issued by competent district head of the dept including length of service/weightage marks, if any.
15. Two sets of prints/photocopies of all Certificates that are uploaded to website (when uploaded Certificates are printed, Hall Ticket no. of the candidate is also printed. Only such copies that have Hall Ticket no. printed are accepted) duly attested by the candidate.
16. Other Certificates, if any mentioned in Application

LC 17-136

Srinivasa Builders

(Regd. No. 0067 of 2001)
Plot No. 124, Road No. 22,(Internal Road No.15)
Prashasan Nagar, Jubilee Hills, Hyderabad-500110.
Telangana State Ph: 040-23559496, 23558893

APPOINTMENT LETTER

05th December,2020.

To,
Mr. Chandika Durga Sai Krishna
2-90:Sulthanagaram,
Machilipatnam,
Krishna District,
521001.

Dear Mr. MR.Chandika Durga Sai Krishna

This has reference to your interview with our interview board team. We are pleased to offer you a position as **"SITE ENGINEER-TRAINEE"** with our company as per the terms and conditions set out below.

This Offer letter is subject to the following terms and conditions:

1. Your pay will be Rs.1,80,000/- (Rupees One lakh Eighty Thousand only) per annum. (Professional Tax, Provident Fund, TDS will be deducted accordingly) Your Primary place of work will be at our **Site.**

2. You are under period of observation for six (6) months from the date of joining. At the end of observation tenure, completely based on the performance your employment status will be confirmed. In case of non-performance or under performance, company deserves the right to terminate the employment after the end of observation period.

3. You should complete all the joining formalities on or before **05-12-2020** and report at-Head Office- Hyderabad on **05-12-2020.**

4. You have to serve a notice in advance three months in case of resignation. One-month notice period in case the company wants you to discontinue from the service due to non-performance. In case of disciplinary ground, the company can immediately remove from the employment. The employee shall not join any organization which is directly or indirectly a competitor to Reliance builders and where there is a potential threat to Reliance builder's intellectual property for at least one year after terminating the employment with Reliance builders.

5. This appointment has been made based on the information furnished by you. However, if there is a discrepancy in the documents/certificates given by you as a proof in support of the above, M/s. SRINIVASA BUILDERS reserve the right to revoke the appointment at any time.

Contd...2

SRINIVASA BUILDERS HYD

E-mail: relianceho-ne@rediffmail.com

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Reliance Builders

Value Built on Values

(Regd. No. 00659 of 1989)

Plot No. 126, Road No. 15, Prashasan Nagar,
Jubilee Hills, Hyderabad-500110.Telangana State
Ph: 040-23559496, 23558893

Since 1988

APPOINTMENT LETTER

13th August, 2020

To,
Mr. KAGITA RAMANJANEYA GOUD,
S/o. Mr. K.Rambabu,
Door no-6-45,
Arthamuru village,
Bantumili Mandal,
Krishna district,
Andhra Pradesh-521369

Dear Mr. KAGITA RAMANJANEYA GOUD,

This has reference to your interview with our interview board team. We are pleased to offer you a position as **"SITE ENGINEER-TRAINEE"** with our company as per the terms and conditions set out below.

This Offer letter is subject to the following terms and conditions:

1. Your pay will be Rs.1,80,000/- (Rupees One lakh Eighty Thousand only) per annum. (Professional Tax, Provident Fund, TDS will be deducted accordingly) Your Primary place of work will be at our **Site.**

2. You are under period of observation for six (6) months from the date of joining. At the end of observation tenure, completely based on the performance your employment status will be confirmed. In case of non-performance or under performance, company deserves the right to terminate the employment after the end of observation period.

3. You should complete all the joining formalities on or before **13-08-2020** and report at-Head Office- Hyderabad on **13-08-2020.**

4. You have to serve a notice in advance three months in case of resignation. One-month notice period in case the company wants you to discontinue from the service due to non-performance. In case of disciplinary ground, the company can immediately remove from the employment. The employee shall not join any organization which is directly or indirectly a competitor to Reliance builders and where there is a potential threat to Reliance builder's intellectual property for at least one year after terminating the employment with Reliance builders.

5. This appointment has been made based on the information furnished by you. However, if there is a discrepancy in the documents/certificates given by you as a proof in support of the above, M/s. RELIANCE BUILDERS reserve the right to revoke the appointment at any time.

Contd...2

Survey

LAKSHMI INFRASTRUCTURE &DEVELOPERS INDIA PVT LIMITED

JOINING REPORT

To

The Project Manager,
KC Section,
LIDIPL.

Dear Sir,

I SHAIK JAFAR joining today 1-12-2020 as SURVEY ASSISTANT in our organization. I have Completed all my formalities at my previous company and joining here with full fledge. I would like to full fill all the formalities here, as we discussed at the time of interview.

Please find my communication address along with contact numbers both present and permanent, as furnished herewith for our office records:

Present Address:
D.No:- 4-46/A, Kotta Palli Road,
Meerjapuram, Nuzvid mandal,
Krishna (DT), A.P, 521111

Permanent Address:

Thanking you with regards,

(Shaik. Jafar)

AUTHORISED SIGNATURE

HRD NOTE

Date of Joining:
Training/Probation Period:
General Remarks (if any) _____

Employee code:
Present Salary: Rs. 13,000/-

Officer HR

HEAD-HR

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,WEST GODAVARI DISTRICT

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019



Present : Sri / Smt Sri Mutyala Raju Revu, IAS

Rc.No.A1/ENGINEERING ASSISTANT(GRADE-II)/DSC-2019/DSC-2019/
Dated: /2019

-:o:-

ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the **A.P. Panchayat Raj Engineering Subordinate Service** - Appointment Orders - Selection to the post of **Engineering Assistant (Grade-II)** - Orders issued.

Read :
1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
2. Recruitment **NOTIFICATION NO. 01/2019, DATED: 26-07-2019** for the Post of **Engineering Assistant (Grade-II)**
3. Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
4. Hon'ble High Court's Orders in Writ Appeal No. 282/2019 and Writ Appeal 310/2019.
5. Member Convenor DSC - 2019, Letter No : **A1/ENGINEERING ASSISTANT(GRADE-II)/DSC-2019 Dt.29.09.2019 ,Dated: /2019**

-:o:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee in the reference 5th cited Sri/Smt/Kumari **RAFIQ AHMED MOHAMMED** S/o,D/O,W/o **ABDUL GAFFOOR MOHAMMED** (HT No:**190504007891**) is hereby provisionally appointed as **Engineering Assistant (Grade-II)** and directed to report at **O/O SUPERINTENDING ENGINEER, PANCHAYAT RAJ CIRCLE, WEST GODAVARI, ELURU. on /2019 at 10.00 A.M** upon accepting the following Terms and Conditions:-

1. You are hereby offered provisional appointment to **Engineering Assistant (Grade-II)** in the **PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT**

Since 1988

Reliance Builders

Value Built on Values

(Regd. No. 00659 of 1989)

Plot No. 126, Road No. 15, Prashasan Nagar,
Jubilee Hills, Hyderabad-500110.Telangana State
Ph. 040-23559496, 23558893

APPOINTMENT LETTER

18th September,2020.

To,
Mr. GORUMUCHU VIJAY BABU,
S/o. Mr. Gorumuchu Jarji,
PEDAPUDI VILLAGE,
MOVVA MANDAL,
KUCHIPUDI POST,
KRISHNA DISTRICT,
PIN-521136.

Dear Mr. GORUMUCHU VIJAY BABU

This has reference to your interview with our interview board team. We are pleased to offer you a position as "**SITE ENGINEER-TRAINEE**" with our company as per the terms and conditions set out below.

This Offer letter is subject to the following terms and conditions:

1. Your pay will be Rs.1,80,000/- (Rupees One lakh Eighty Thousand only) per annum (Professional Tax, Provident Fund, TDS will be deducted accordingly) Your Primary place of work will be at our Site.

2. You are under period of observation for six (6) months from the date of joining. At the end of observation tenure, completely based on the performance your employment status will be confirmed. In case of non-performance or under performance, company deserves the right to terminate the employment after the end of observation period.

3. You should complete all the joining formalities on or before **18-09-2020** and report at-Head Office- Hyderabad on **18-09-2020.**

4. You have to serve a notice in advance three months in case of resignation. One-month notice period in case the company wants you to discontinue from the service due to non-performance. In case of disciplinary ground, the company can immediately remove from the employment. The employee shall not join any organization which is directly or indirectly a competitor to Reliance builders and where there is a potential threat to Reliance builder's intellectual property for at least one year after terminating the employment with Reliance builders.

5. This appointment has been made based on the information furnished by you. However, if there is a discrepancy in the documents/certificates given by you as a proof in support of the above, M/s. RELIANCE BUILDERS reserve the right to revoke the appointment at any time.

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PROCEEDINGS OF THE ASSISTANT DIRECTOR, DISTRICT SURVEY & LAND RECORDS, KRISHNA, MACHILIPATNAM.
Present: Sri P.V.Satyanarayana

Progs. No.A4/430/2019 **Dated: 21.10.2019.**

Sub:-Recruitment of posts to **Village Secretariats-DSC-2019** - Provisional offer of Appointment in the A.P.SURVEY&LAND RECORDS SUBORDINATE SERVICE RULES-Selection to the post of Village Surveyor (Grade-III) by DSC - **Placement or posting orders-**Issued.

Ref:- 1) G.O.Ms.No.110, Panchayat Raj and Rural Development (MDL-1), Department, dated 19.07.2019.
2) Notification No.01/2019, dated .07.2019.
3) Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
4) Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25.09.2019.
5) Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 28.09.2019.
6)Proceedings No.A4/430/DSC/2019, dated 28 .09.2019, 29.09.2019 and 30.09.2019 of the Chairman, District Selection Committee and District Collector, Krishna, Machilipatna.
7) Lr.No.751/CPR& RD/S/2019, dated 01.10.2019 of the Commissioner, Panchayat Raj and Rural Development Department, Andhra Pradesh, Tadepalli.

*****

ORDERS:

Consequent upon your selection by the District Selection Committee (DSC), the Chairman of the District Selection Committee & the District Collector Krishna, Machilipatnam, approved and provisionally appointed you as Village Surveyor (Grade-III) vide Reference 6th cited and directed the Assistant Director, Dist. Survey and Land Records, Krishna, Machilipatnam, to post you in the Village Secretariat, as the Assistant Director is the appointing authority to the post of Village Surveyors(Grade-III) (Category(7) in Class-A under Rule(2)) under Rule-3 of the G.O.Ms.No.102 Revenue(SS-2) Department dated: 05-02-2001 as amended vide ref. 6th cited.

In view of the above, Sri/Smt/Kumari **POTLURI NAVEEN (HT.No. 190605003365)** is hereby provisionally appointed as Village Surveyor (Grade-III) by the Assistant Director, Survey and Land Records, Krishna, Machilipatnam being the appointing authority for the post of Village Surveyor Grade-III and posted to the Village Secretariat of **Chitturpu , Ghantasala Mandal** as Village Surveyor (Grade-III).

You are hereby offered provisional appointment to **Village Surveyor (Grade-III)** in the **DEPARTMENT OF REVENUE (SURVEY&LAND RECORDS)**

- You will be on probation for a period of two years within a continuous period of three years from the date of joining the post and period of probation you will be paid consolidated pay of Rs. 15,000 per month
- During the period of Probation, you will be required to undergo Induction Training and also to undertake such other training courses and pass departmental tests as the Government may prescribe from time to time. Successful completion of Probation and subsequent confirmation is mandatory. Failure to complete the period of probation to the satisfaction of the Government or failure to pass the prescribed test(s), if any, will render you liable for discharge from service

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

(17485A0154)

MEIL/APP0950/2020-21 **Date: 03/10/2020**

Mr. Kamatham Gopi
H No:1-114, Subbayagudem, Penuganchiprolu,
Krishna, A.P, Pin:521190
Mobile No: 9542437237
Email Id: gopichowdary16127@gmail.com

Dear Mr. Kamatham Gopi

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Civil

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,KRISHNA DISTRICT

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019



Present : Sri / Smt Sri A.Md. Imtiaz, IAS

Rc.No.81/2019, PTS4 dt 28-09-2019/DSC-2019/
Dated:03/11/2019

V. Dated

-:o:-

ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the **A.P. Panchayat Raj Subordinate Service** - Appointment Orders - Selection to the post of **Panchayat Secretary (Grade-VI) Digital Assistant** - Orders issued.

Read :
1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
2. Recruitment **NOTIFICATION NO. 02/2019, DATED:26-07-2019** for the Post of **Panchayat Secretary (Grade-VI) Digital Assistant**
3. Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
4. Hon'ble High Court's Orders in Writ Appeal No. 282/2019 and Writ Appeal 310/2019.
5. Member Convenor DSC - 2019, Letter No : **RCNo.4202/19 P5 Dt 28-09-2019 ,Dated: /2019**

-:o:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee in the reference 5th cited Sri/Smt/Kumari **VASA VAMSI KRISHNA** S/o,D/0,W/o **VASA SRINIVASARAO** (HT No:**190609017916**) is hereby provisionally appointed as **Panchayat Secretary (Grade-VI) Digital Assistant** and directed to report at **O/o District Panchayat Officer Krishna, Collectorate Compound, Chilakalapudi, Machilipatnam,Pin: 521002 on /2019 at 10.00 A.M** upon accepting the following Terms and Conditions:-

1. You are hereby offered provisional appointment to **Panchayat Secretary (Grade-VI) Digital Assistant** in the **PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT**

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2. You will be on probation for a period of two years from the date of joining the post and during the period of probation you will be paid consolidated pay of Rs. 15,000 per month. Further, after successful completion of probation you will be placed in the pay scale of **Rs.14,600-Rs.44,870 in RPS 2015** . The period of probation may, however, be extended at the discretion of the component authority. You will be required to discharge your duties while under probation to the satisfaction of superior officer. As regards other matters relating to probation, shall be governed by the conditions laid under A.P State and Subordinate Service Rules, and/Special Rules and instructions issued by the Government of Andhra Pradesh from time to time.
3. During the period of Probation, you will be required to undergo Induction Training and also to undertake such other training courses and pass departmental tests as the Government may prescribe from time to time. Successful completion of Probation and subsequent confirmation is mandatory. Failure to complete the period of probation to the satisfaction of the Government or failure to pass the prescribed test(s), if any, will render you liable for discharge from service.

   a) During the period of Probation, you will be liable to be discharged from service at any time without any notice, if-

   b) On the basis of your performance or conduct, you are considered unsuitable for further retention in service, or

   c) You are otherwise found ineligible or unsuitable to be retained in the service.
4. Your appointment to the Post of **Panchayat Secretary (Grade-VI) Digital Assistant** in **PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT** is provisional and subject to the verification of character, antecedents and Social category/Community/Tribe against which your selection has been made. If, at any stage, information provided by you is false or certificates furnished by you in respect of qualifications viz., local area, caste,PHC/Ex-Servicemen /Sports etc., are found to be non-genuine, bogus or if any false information is given by you in' the Antecedents Verification Form, your provisional appointment will be cancelled forthwith and criminal/legal action will be taken.
5. If you are already in service in Central Government/State Government/PSU/ Autonomous Body/Bank/ Corporation or in any other employment, you are required to submit formal Relieving Order by the respective Organization certifying that your conduct during the said employment does not render you unsuitable for the present offer of employment;

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6. Your Services shall be liable to termination at any time by one month notice in writing given either by you or the appointing authority, subject to other terms and condition prescribed under Government rules in vogue.
7. That you are eligible for monetary benefits from the date of joining only.
8. That this provisional appointment is subject to the Final orders issued by Hon'ble High Court in the reference cited as applicable to the post, and any orders issued from time to time.
9. You will be liable to refund to the Government the pay and allowances and any other remuneration received by you in addition to the amount spent by the Government on your training.
   a) if you fail to serve the department for a period of 3 years after the completion of training for any reasons: or
   b) if you discontinue the training or are discharged while under training for misconduct or any other reasons:
10. You are instructed to produce the Physical Fitness Certificate issued by a Medical Officer not below the rank of Civil Assistant Surgeon of a Government Hospital in original.
11. The **District Panchayat Officer, KRISHNA** District is directed to post the selected candidate in the Village Secretariat and assign duties as per the job chart as per the instructions of the Government and report compliance.
12. Your employment conditions will be governed by 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.
13. You are hereby informed to report for duty within 30 days of receipt on failing which the offer of appointment may be treated as cancelled.

Chairman DSC & District Collector,
KRISHNA District.

03/11

To,
VASA VAMSI KRISHNA,
1-2 KOKANARAYANAPALEM VILAGE,GUDUR MANDAL,
MACHILIPATNAM,RURAL GUDUR,
KRISHNA,521149
Mobile No : 7075611426

Copy To,
District Panchayat Officer,KRISHNA District,
The Commissioner, PR&RD ,
The Commissioner, PR & RD for Information.

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(2)



RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

Issue Date: 06/10/2022

BOLLA PAVAN KUMAR

9-141 MARKET BAZAR VUYYURU

Subject: Internship Contract

Dear Kumar,

JTS01 - With reference to your application, we are pleased to offer you Internship with RBS Services India Private Limited ('Company') at the following address Bangalore - RMZ Ecoworld, SEZ. Your guide will be Rachit Bansal.

SDS01 - Please be informed that your internship will commence effective 14/11/2022 and shall end on 15/05/2023 on the following terms and conditions:

EDA01 - This contract of internship shall terminate immediately upon the expiry of the said period of internship on 15/05/2023 and it shall not be obligatory on the part of the Company to offer to you employment of any nature upon expiry of the internship. However, during the internship tenure the Company can terminate, at its sole discretion, this arrangement without assigning any reasons or without any notice thereof. You shall not be entitled to any compensation, loss, including opportunity loss, cost, or damages in the event of termination / expiry of internship.

Notwithstanding anything contained herein, this offer of internship is contingent upon the successful completion of the Background Screening process (Screening) which is a background screening conducted by the NatWest Group ('Group'). The Screening includes but is not limited to verification of your educational and professional qualifications, criminal prosecutions, if any, etc. The Group may



RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

withdraw this offer of internship (if applicable) or terminate your internship before its completion, if the result of any Screening (which may be conducted at any time prior to or during your internship) or during your internship any act on your part demonstrates (to be determined solely at the discretion of the Group) that you will not be able to carry out the inherent requirements of your internship to the Group's standards of integrity and professionalism.

In case of such termination, you will not be entitled to receive any experience letter.

RMS01 - You will be paid a stipend of INR 45000 per month for the period of the internship.

CNS01 - Confidentiality

(i) "Confidential Information" is knowledge about the commercial affairs and business transactions of the Company and the Group, including, but not limited to, information about the customers, clients, employees, suppliers (whether former, actual or potential), Group contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company or any Company of the Group.
(ii) Confidential Information also includes, without limitation:
a. information relating directly or indirectly to particular securities or issuers thereof (both Group companies and third parties) and which would, if generally available, be likely to have an effect on the price of such securities or related investments ("Price-Sensitive Information");
b. any information contained in documents marked "confidential" or documents of a higher security classification and other information which, because of its nature or the circumstances in which you receive it, you should reasonably consider to be confidential; and
c. confidential information (howsoever obtained) about or provided by any third party received during the course of or as a result of your internship by the Group.
(iii) You agree you shall at all times observe secrecy in respect of all the affairs of the Group of which you become aware as a result of your internship and in particular you will keep confidential:
a. all information relating to the Group's customers including their identity, their accounts and the details of all Group products or policies held by them.

nucleus
ISO 9001 : 2015 CERTIFIED

28th February 2020.

To,

Mr. SAI KRISHNA KOTA,
Training & Placement Officer,
Gudlavalleru Engineering College,
Seshadri Rao Knowledge Village,
Gudlavalleru, Krishna Dist,
Andhra Pradesh – 521 356.

Dear Sir/Madam,

I am pleased to extend the following offer of employment on behalf of Nucleus Satellite Communications Madras Pvt Ltd. I have furnished the selected candidate list below.

S.NO	NAME	QUALIFICATION	DOJ	DESIGNATION	CTC (INR)
1	MATTA PRUDHVI RAJ	B.TECH (EEE)	05.03.2020	GET	14,841.00
2	RAJA YASWANTHA SOMESWARA RAO	B.TECH (EEE)	05.03.2020	GET	14,841.00
3	CHAGANTI MOHITH SAI KUMAR REDDY	B.TECH (MECH)	05.03.2020	GET	14,841.00
4	EEGALAPATI GOPI	B.TECH (MECH)	05.03.2020	GET	14,841.00
5	GUDIMETLA SHANMUKHA BULLI VEERA SWAMY	B.TECH (MECH)	05.03.2020	GET	14,841.00
6	ISUKAPALLI VENKATESWARA RAO	B.TECH (MECH)	05.03.2020	GET	14,841.00
7	THOTA SRIKANTH	B.TECH (MECH)	05.03.2020	GET	14,841.00
8	KARANI NITHISH KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
9	KANCHERLA SAI KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
10	MALLAMPALLI VENKATA NAGA SAI TEJA	B.TECH (MECH)	05.03.2020	GET	14,841.00
11	MOHAMMAD ABDUL KHADAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
12	MOHAMMED AFREED	B.TECH (MECH)	05.03.2020	GET	14,841.00
13	KOMMALAPATI SAI KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
14	VADREVU SIVA SANKAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
15	DAGANI SUDHAKAR BABU	B.TECH (MECH)	05.03.2020	GET	14,841.00
16	SINGAVARAPU VAMSI	B.TECH (MECH)	05.03.2020	GET	14,841.00
17	SYED ISMAIL	B.TECH (MECH)	05.03.2020	GET	14,841.00
18	TADIPARTHI VIJAY KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
19	THOTA HEMANTH KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
20	VUKOTI RAVI TEJA	B.TECH (MECH)	05.03.2020	GET	14,841.00
21	GONGATI GOPI BABU	B.TECH (MECH)	05.03.2020	GET	14,841.00
22	GAYAM RAVINDRA REDDY	B.TECH (EEE)	11.05.2020	GET	14,841.00
23	ADAPA SAI SWAROOP	B.TECH (EEE)	11.05.2020	GET	14,841.00
24	VARIKUTI ABHILENDRA	B.TECH (EEE)	11.05.2020	GET	14,841.00
25	AMPOLU RAMESH	B.TECH (MECH)	11.05.2020	GET	14,841.00
26	MOTAPARTI TATAVEER	B.TECH (MECH)	11.05.2020	GET	14,841.00
27	BONTHU TIRUMALA BABU	B.TECH (MECH)	11.05.2020	GET	14,841.00
28	POLAGANI RAJA ASHOK KUMAR	B.TECH (MECH)	11.05.2020	GET	14,841.00
29	VUYYURU AJAY	B.TECH (MECH)	11.05.2020	GET	14,841.00
30	YENDURI ASHOK KUMAR	B.TECH (MECH)	11.05.2020	GET	14,841.00

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31	VEERANKI NAGA SANDEEP	B.TECH (MECH)	11.05.2020	GET	14,841.00
32	BATCHU VIKRAM PRASAD	B.TECH (MECH)	08.06.2020	GET	14,841.00
33	CHAGARLAMUDI VAMSI KRISHNA	B.TECH (MECH)	08.06.2020	GET	14,841.00
34	CHITTURI TEJA SAI MANIKANTA KUMAR	B.TECH (MECH)	08.06.2020	GET	14,841.00
35	DAKARAPU VINAYA BABU	B.TECH (MECH)	08.06.2020	GET	14,841.00
36	JANNU HARIKRISHNA	B.TECH (MECH)	08.06.2020	GET	14,841.00
37	KONAKALA YASWANTH THIRUPATHI RAO	B.TECH (MECH)	08.06.2020	GET	14,841.00
38	MANCHIKANTI CHANDRA LOKESWARA REDDY	B.TECH (MECH)	08.06.2020	GET	14,841.00
39	MOKA NAVEEN	B.TECH (MECH)	08.06.2020	GET	14,841.00
40	SURARAPU BHANU TEJA	B.TECH (MECH)	08.06.2020	GET	14,841.00
41	JALDULA ANIL	B.TECH (MECH)	08.06.2020	GET	14,841.00
42	VENKATA GNANA MADHAVA RAO NUKALA	B.TECH (MECH)	08.06.2020	GET	14,841.00

If you have any questions or need additional information, please don't hesitate to contact me by email karthikeyan.p@nucsat.com.

Sincerely,

For Nucleus Satellite Communications M Pvt Ltd.,

Karthikeyan P

Manager -HR

(7)

TEMENOS | kony

KONY IS NOW PART OF TEMENOS

Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **PALLAPOTHU MANJUSHA**
2-98, MANDAVALLI,
KRISHNA, ANDHRA PRADESH - 521345.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

Understand the working of the specific product – application(s) in which expertise needs to be built through training programs including on the job training, class room training and training material available on the knowledge collateral(s).
Primary responsibility will be to facilitate solution to the tickets logged. It includes analysis of the ticket logged, updating clients and stakeholders through appropriate channels in every stage of resolution & providing an agreeable solution.
Responsibility in detail:
Understand the details in ticket logged. Validate the completeness of information provided and if required, collect further information from client. Use the collected information to analyze the problem threadbare.
When identified as a bug, do comprehensive documentation including product analysis of defect ,elaborating the root cause and possible resolution for the defect. Provide additional information that would help Development team to fix and test the problem effectively.
In case of non-defects, educate client with adequate information & procedures on how to handle the scenario/meet the requirement .
Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

7.Date of joining: **October 1, 2021 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11.Place of work: 9th Floor, B 6- South Tower, Divyasree Orion,Sy.No.66/1, Hyderabad, TELANGANA 500032 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which may include travel within India or abroad.

12.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / 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 week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

19.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

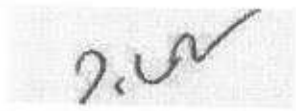
20.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without any notice and any request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

21.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till October 1, 2021 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are requested to communicate your acceptance on the Cornerstone portal. You should join latest by October 1, 2021 **(MM/DD/YYYY).**
c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

TEMENOS | kony
KONY IS NOW PART OF TEMENOS

ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	**INR Per Annum**
A - Gross Salary	
Basic	275,000.00
HRA	110,000.00
Basket of Allowance	141,000.00
Total	526,000.00
A.1-Incentive	
Product Knowledge Incentive	24,000.00
Total (A+A.1)	**550,000.00**
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	27,500.00
Insurance Benefit	7,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+A.1+B)	**631,221.00**

*** Short Term Incentive (STI)**: The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,

T. Sethu Rathinam
Vice President – Human Resources

(8)

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

February 20, 2020

Mr. GOGINENI HEMANTH KUMAR
8-111/A MUNUKOLLA ROAD TIRUVURU TIRUVURU Krishna (DT) ANDHRA PRADESH
521235

Dear Kumar,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate Consultant"**, in our Bangalore center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate Consultant
Location	Bangalore
Start Date	On or before March 09, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,468
Annual Incentive Plan	Rs. 24,532
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rakesh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by February 27, 2020, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Sabu Thomas
Chief People Officer

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

Allstate | Solutions Private Limited

Annexure A

February 20, 2020

Mr. Gogineni Hemanth Kumar

Designation: Associate Consultant

Band: A3

Start Date: On or before March 09, 2020

Work Location: Bangalore

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	58,868
Total Guaranteed Compensation	**350,468**
Annual Incentive Plan**	24,532
Total Targeted Cash	**375,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

(9)

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182469286/Hyderabad
Date: 10/03/2021

Mr.Vadupu Mohan Sai
1-1/2 Vadrlapadu,
Kaikaluru,
Krishna-521333,
Andhra Pradesh.
Tel# 91-8008866229

Dear Vadupu Mohan Sai,

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.

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	Vadupu Mohan Sai
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
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
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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

16-253

ICOMM TELE LIMITED

Corp. Office : S-22, Technocrat Indl. Estate, Balanagar, Hyderabad - 500037, Telangana India, Tel : +91-40-44336700 Fax : +91-40-44336800
Regd. Office : Plot No. 40-46, Phase-I, IDA, Cherlapally, Hyderabad-500 051, Telangana India. E-mail: info@icommetele.com
Corporate Identity Number CIN : U64203AP1989BLC009561

ICOMM/APP077/2021-22 **Date: 14/07/2021**

Mr.Kola Ram Pavan
Door No:3/58, West Godavari,
Andhra Pradesh - 534456
Mobile No: 7997122611
Email Id: rampavank143@gmail.com

Dear Mr.Kola Ram Pavan

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) – Electrical & Electronics Engineering

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at MFG ICOMM Tele Nagaram, Telangana to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 19/07/2021.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,06,400 (Rupees Two Lakhs Six Thousand Four Hundred OnlyOnly) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project where you are posted or any other project, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

MURALI®
MANPOWER AGENCIES
SINCE 2002 An ISO 9001:2015 Certified Company

17-225

Tel : 040-23700077
040-65172528
Cell : 98494 93924
Email : mmp_555@yahoo.com
muralimanpoweragencies@gmail.com
Website : www.muralimanpower.com

Date: 01.11.2020

APPOINTMENT LETTER

To,

Nuthakki Rohit kumar
S/O Nuthakki uday kumar
D.No 1-179, Cinema hall road,
G.Konduru Mandalam
Krishna district
Andhra Pradesh
Mobile: 9701360085

Dear Mr. Rohit Kumar

I am writing to confirm our offer of employment to you posted at **Lanco Kondapalli Power Ltd, IDA Kondapalli, Krishna District** as operation engineer/Field engineer under highly Skilled subject to your acceptance of this letter and its conditions. .

The Gross emoluments includes transportation, food etc. and no extra charges to the company. The salary of the month total cost to the company Rs.21079 (Twenty one thousand seventy nine only).

The Gross emoluments for this employment will be minimum wages act according to Government of Andhra Pradesh.

Terms & conditions

1)The salary to you for the work done will be made through Bank account only of every month provide you have furnished your duty completed and authenticated time sheet from the concerned latest by the 5th every month.

2) You will be entitled to Provident fund, ESI and other facilities as Per the norms.

3) All leaves can be availed only with Prior approval from the head of the department, Lanco Kondapalli Power Ltd.

4) Any of the above leaves are not utilized during contract validity, shall lapse automatically and no leaves shall be encashed.

(12)

RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

Issue Date: 06/10/2022

DOVARI CHANDU
3-19 A CHIRUVOLU Mopidevi

Subject: Internship Contract

Dear Chandu,

JTS01 - With reference to your application, we are pleased to offer you Internship with RBS Services India Private Limited ('Company') at the following address Bangalore - RMZ Ecoworld, SEZ. Your guide will be Rachit Bansal.

SDS01 - Please be informed that your internship will commence effective 14/11/2022 and shall end on 15/05/2023 on the following terms and conditions:

EDA01 - This contract of internship shall terminate immediately upon the expiry of the said period of internship on 15/05/2023 and it shall not be obligatory on the part of the Company to offer to you employment of any nature upon expiry of the internship. However, during the internship tenure the Company can terminate, at its sole discretion, this arrangement without assigning any reasons or without any notice thereof. You shall not be entitled to any compensation, loss, including opportunity loss, cost, or damages in the event of termination / expiry of internship.

Notwithstanding anything contained herein, this offer of internship is contingent upon the successful completion of the Background Screening process (Screening) which is a background screening conducted by the NatWest Group ('Group'). The Screening includes but is not limited to verification of your educational and professional qualifications, criminal prosecutions, if any, etc. The Group may



RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

withdraw this offer of internship (if applicable) or terminate your internship before its completion, if the result of any Screening (which may be conducted at any time prior to or during your internship) or during your internship any act on your part demonstrates (to be determined solely at the discretion of the Group) that you will not be able to carry out the inherent requirements of your internship to the Group's standards of integrity and professionalism.

In case of such termination, you will not be entitled to receive any experience letter.

RMS01 - You will be paid a stipend of INR 45000 per month for the period of the internship.

CNS01 - Confidentiality

(i) "Confidential Information" is knowledge about the commercial affairs and business transactions of the Company and the Group, including, but not limited to, information about the customers, clients, employees, suppliers (whether former, actual or potential), Group contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company or any Company of the Group.
(ii) Confidential Information also includes, without limitation:
a. information relating directly or indirectly to particular securities or issuers thereof (both Group companies and third parties) and which would, if generally available, be likely to have an effect on the price of such securities or related investments ("Price-Sensitive Information");
b. any information contained in documents marked "confidential" or documents of a higher security classification and other information which, because of its nature or the circumstances in which you receive it, you should reasonably consider to be confidential; and
c. confidential information (howsoever obtained) about or provided by any third party received during the course of or as a result of your internship by the Group.
(iii) You agree you shall at all times observe secrecy in respect of all the affairs of the Group of which you become aware as a result of your internship and in particular you will keep confidential:
a. all information relating to the Group's customers including their identity, their accounts and the details of all Group products or policies held by them.

13-23

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Fw: Project internship for students selected in Campus Drive on 9th January 2020 - Reg

A Chakravarthy <ack@meilgroup.com> Mon, Feb 17, 2020 at 7:00 PM
Reply-To: A Chakravarthy <ack@meilgroup.com>
To: TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in>
Cc: "RAMANA RAO D. V." <dvramanarao@meilgroup.com>, HARISH KUMAR <td@meilgroup.com>, "Rakesh .L" <rakesh.levaka@meilgroup.org>, "K. ESWARA RAO" <keswararao@meilgroup.com>, "Sesendranathreddy K." <sesendranath.k@meilgroup.org>

Dear Sir,

With reference to our discussion over phone yesterday, we are happy to announce the list of candidates for Project Internship for a period starting from **19-02-2020 to 31-05-2020** on the following terms & conditions:

1. The selected candidates will be placed on Project Internship as a part of their academic urriculum as per the list attached.

2. After successful completion of internship, students shall be placed as Graduate Engineer Trainee at various locations purely on individual performance during their internship. The individual performance criteria shall be communicated in due course of time.

3. Students shall be provided free Food & Bachelor Accommodation at the project camp. No stipend shall be paid during internship.

4. Students must follow non-negotiable MEIL Safety preamble, Code of Conduct, (attached for ready reference), Punctuality .....

5. Students has to sign an undertaking as per company policy.

6. The college authorities has to cover all students under "Students Accident Insure for the entire internship period.

Il students must report at project office on 29-01-2020 at 9:30 AM as per the address given below for completion of necessary internship formalities.

LIS Polavaram Project
Megha Engineering & Infrastructures Ltd
Polvaram Project site
Polavaram, Village & Mandal,West Godavari Dist
Land Mark: Helipad
Contact Person: Mr K Eswara Rao - Associate Manager - Human Resource (8688636375/9100177360)

WSP Pawagada Project
Megha Engineering & Infrastructures Ltd
MEIL Camp, Banavikallu Village,
Kudligi Taluka, Bellary District
Karnataka - 583126
Contact Person: Mr Sesendra - Executive HR (9640837417)

Values & Code of Conduct

MEGHA ENGINEERING AND INFRASTRUCTURES LIMITED (MEIL) (the "Company") is committed to conduct its business with integrity, belief in teamwork, respect for emerging ideas and passion for learning and innovation. We expect all of our directors and employees ("employees"), our subsidiaries, and our partners, including suppliers, subcontractors, agents, and joint venture partners ("partners") to conduct themselves in accordance with the ethical standards of conduct we hold ourselves to.

The Code of Conduct contains the policies that relate to the legal and ethical standards of conduct that we expect our employees and partners to comply with while carrying out their duties and responsibilities on behalf of the Company. Compliance with these principles is a condition of employment or engagement with the Company.

Reporting of Illegal or Unethical Behaviour

Employees should promote ethical Behaviour and encourage other employees to talk to supervisors, managers or other appropriate personnel when in doubt about the best course of action in a particular situation. We require that any incidence of misconduct, conflict of interest, or illegal activity be reported to Ombudsman *(Refer Whistle Blower Policy Document MPD_06_2018-19).* All issues reported are confidential and will be treated seriously and discreetly. Employees may report anonymously should that be their preference. The Company will not allow retaliation for reports made in good faith.

a) **Business Integrity**

The Company conducts its business free from corruption or fraud and expects the same from its employees and partners. The Company and its employees do not receive or offer tangible or intangible gifts, considerations or favor in any form *(Refer Anti-Corruption Policy Document MPD_04_2018-19).*

b) **Conflicts of Interest**

All employees should avoid conflicts of interest between themselves and the Company.

Employees are prohibited from (a) taking for themselves personally opportunities that are discovered through the use of company property, information or position, (b) using company property, information or position for personal gain, and (c) competing with the Company.

c) **Confidential Information**

Employees should maintain the confidentiality of information entrusted to them by the Company or its customers, except when disclosure is authorized or legally mandated. "Confidential information" includes all non-public information that might be of use to competitors, or harmful to the Company or its customers, if disclosed.

d) **Compliance with Laws, Rules and Regulations**

Employees should comply with the laws, rules and regulations applicable to the Company.

Failure to comply with these requirements may be a criminal offence. Employees should comply with these requirements and questions regarding compliance should be referred to appropriate personnel or outside agency as necessary.

avoidable accidents. Each employee has a duty to report workplace conditions or practices that pose a safety hazard or threaten the environment and to take reasonable actions to alleviate such risks.

n) **Alcohol and Substance Abuse**

Employees are strictly prohibited from the use or possession of alcohol, illegal drugs, and other controlled substances in the workplace and being under the influence of these substances on the job and during working hours.

There may be company-sponsored events where management approves the serving of alcoholic beverages at the communicated venues outside workplace premises. In these events, all appropriate liquor laws must be followed, including laws regarding the prohibition of serving of alcohol to those under the legally permissible age. However, under in such events, excessive drinking, intoxication and misbehavior at these events is prohibited and will be dealt with severely.

o) **Community Involvement**

The Company strives to cultivate a local identity in each of its host communities by employing local talent and setting good corporate citizenship standards, all while respecting local sensitivities.

The Company will regularly contribute to the economic and social development its communities, and expects all employees to promote human rights and respectful community involvement in the states/various locations in which MEGHA ENGINEERING AND INFRASTRUCTURES LIMITED (MEIL) operates.

The Company reserves the right to amend or change the Code of Conduct or any service at any time without notice. We encourage you to review these guidelines periodically to ensure you are in compliance.

Declaration : Personal Commitment to MEIL Values & Code of Conduct

I acknowledge that I have read MEIL Values & Code of Conduct and understand my obligations as an employee. I undertake to uphold the Organizational Norms that are set forth in the Code of Conduct (including any amendments in the future).

Emp. Id		Name	
Department		Designation	
Signature:		Date	

Megha Engineering & Infrastructures Ltd

Safety Preamble

Dear Colleagues,

MEIL is committed to provide a safe workplace for all employees, contractors and manpower supply agencies. The purpose of this safety preamble is make all individuals voluntarily act as safety supervisors and institute continuous supervision at every stage of construction.

Many workplace accidents are preventable and occur because of one or more workers didn't follow an established safety or construction management techniques/procedure. Hence, safety needs to be front of mind in every aspect/every stage of construction which helps everyone stay safe.

The main types of accidents which cause death or serious injury on construction sites include falls (due to working at heights), contact with overhead power lines/electric shock, incidents with site vehicles and collapsing earth.

Responsibility of Project Managers:

Project Managers need to show leadership and need to set a good example to others in both their actions and attitudes. Project Managers must take the ownership of running entire project in planning and allocating work, making decisions, monitoring performance and compliance, providing leadership and building teamwork, ensuring workforce involvement to manage safety effectively.

Ensure that no employee works when they are physically unfit and poor vision and shall be instructed and reminded accordingly.

Sort out interface problems with different project teams and contractors.

Employees Responsibility & Accountability:

There is no excuse for relaxed or uncaring approach, when it comes to safety at site and hence all employees active involvement is mandatory to stay safe at sites. It viewed as serious misconduct and liable for disciplinary action which may lead to dismissal in major accidents.

Respective work team is held responsible for serious accidents at site and their safety performance is linked to Performance Management System (PMS).

Supervision:

Supervision has a key role to play in preventing accidents and all employees must take Responsibility & Accountability of supervision at all times to demonstrate and maintain construction site safety.

Supervision can be important for achieving employee involvement, and the supervisor must be the link between workers and site management. This can lead to improved safety standards on site.

Communication:

Employees must be informed and motivated on safety issues in line with their tasks by the respective work In-charge at site on day-to-day. Work In-charge should play an active role in providing continuous safe working environment to their team.

Project Managers should ensure high degree of safety by exchange of information and communication among project teams and external agencies.

Evaluate the risk that cannot be avoided and communicated to respective project teams.

"Always be Proactive about Safety"

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

GEC - MEIL eligible students database.

A Chakravarthy <ack@meilgroup.com> Mon, Feb 10, 2020 at 1:30 PM
Reply-To: A Chakravarthy <ack@meilgroup.com>
To: TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in>
Cc: kskbharadwaj <kskbharadwaj@gmail.com>

Dear Sir,

With reference to the campus interviews conducted PFA the final selections list for your ready reference.

With Best Regards

A Chakravarthy

[Quoted text hidden]

Finalselection.pdf
21K

13-23

EEE Final Selections List

#	RollNo	Name	Branch	Date of Birth	Gender
1	16485A0214	Pesarlanka Prasanna Paul	EEE	11/08/1997	Male
2	17485A0204	Kapavarapu Naga Srikanth	EEE	28/03/1999	Male
3	16481A0289	Pulletikurthi Bhargav Kanakarajachari	EEE	10/08/1999	Male
4	16481A02A0	Sandaka Siva Srinivas	EEE	12/08/1998	Male
5	17485A0206	Dupaguntla Surya Prakash Gupta	EEE	10/05/1999	Male
6	16481A0295	Ranga Saitarun	EEE	09/06/1998	Male
7	16481A0253	Kola Ram Pavan	EEE	10/05/1999	Male
8	16481A0241	Javvaji Naga Brahmam	EEE	10/10/1998	Male
9	17485A0261	Botka Adi Narayana	EEE	06/01/1999	Male
10	15485A0234	Tummidi Raghavendra Rao	EEE	17/07/1997	Male
11	16481A0290	Puvvada Gopala Krishna	EEE	17/11/1999	Male
12	16481A0265	Mande Prasannakumar	EEE	24/03/1998	Male
13	16481A02B5	Vadlamudi Yaswanth	EEE	03/05/1999	Male

(4)

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

February 20, 2020

CHALLA SANDEEP REDDY

3-10 GUNDA VARI STREET THELUKUTLA GURAJALA Guntur Dt ANDHRA PRADESH 522415

Dear Reddy,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate Consultant"**, in our Bangalore center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate Consultant
Location	Bangalore
Start Date	On or before March 09, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,468
Annual Incentive Plan	Rs. 24,532
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rakesh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by February 27, 2020, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Sabu Thomas
Chief People Officer

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

February 20, 2020

Mr. Challa Sandeep Reddy

Designation: Associate Consultant

Band: A3

Start Date: On or before March 09, 2020

Work Location: Bangalore

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	58,868
Total Guaranteed Compensation	**350,468**
Annual Incentive Plan**	24,532
Total Targeted Cash	**375,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

(25)

16-204

STRICTLY PERSONAL

(22)

Name: GEC

Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. B. Layasri

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM.**

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

(26)

Offer: Computer Consultancy
Ref: TCSL/CT20182469299/Hyderabad
Date: 10/03/2021

Mr.Mylavarapu Manoj Kumar
1-16/A Near Gandhi Center,
Vutukuru,
Gamplagudem,
Krishna-521401,
Andhra Pradesh.
Tel# 91-7382561489,

Dear Mylavarapu Manoj 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.

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	Mylavarapu Manoj Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
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
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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

27

TEMENOS | kony

KONY IS NOW PART OF TEMENOS

Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **CHINTAMALA SIVAKRISHNA**
3-155, JONNALAGADDA, NANDIGAMA,
KRISHNA, A.P -521185.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

Understand the working of the specific product – application(s) in which expertise needs to be built through training programs including on the job training, class room training and training material available on the knowledge collateral(s).
Primary responsibility will be to facilitate solution to the tickets logged. It includes analysis of the ticket logged, updating clients and stakeholders through appropriate channels in every stage of resolution & providing an agreeable solution.
Responsibility in detail:
Understand the details in ticket logged. Validate the completeness of information provided and if required, collect further information from client. Use the collected information to analyze the problem threadbare.
When identified as a bug, do comprehensive documentation including product analysis of defect ,elaborating the root cause and possible resolution for the defect. Provide additional information that would help Development team to fix and test the problem effectively.
In case of non-defects, educate client with adequate information & procedures on how to handle the scenario/meet the requirement .
Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

7.Date of joining: **October 1, 2021 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11.Place of work: 9th Floor, B 6- South Tower, Divyasree Orion,Sy.No.66/1, Hyderabad, TELANGANA 500032 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which may include travel within India or abroad.

12.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / 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 week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

19.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

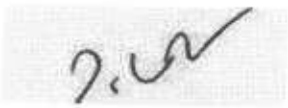
20.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without anynotice and may request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

21.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till October 1, 2021 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are requested to communicate your acceptance on the Cornerstone portal. You should join latest by October 1, 2021 **(MM/DD/YYYY).**
c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

TEMENOS | kony
KONY IS NOW PART OF TEMENOS

ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	**INR Per Annum**
A - Gross Salary	
Basic	275,000.00
HRA	110,000.00
Basket of Allowance	141,000.00
Total	526,000.00
A.1-Incentive	
Product Knowledge Incentive	24,000.00
Total (A+A.1)	**550,000.00**
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	27,500.00
Insurance Benefit	7,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+A.1+B)	**631,221.00**

*** Short Term Incentive (STI)**: The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,

T. Sethu Rathinam
Vice President – Human Resources

16-269

(28)

STRICTLY PERSONAL

Name: GEC
Date : 29-Feb-20

(24)

Sub: Letter of Intent

Dear Mr. MV Sai Vikhil Reddy

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June / July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042 + Incentives /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

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NatWest Group

RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

Issue Date: 06/10/2022

BODE VENKATA SUJEETH KUMAR REDDY

88-2 NEREDUPALLI

Subject: Internship Contract

Dear Reddy,

JTS01 - With reference to your application, we are pleased to offer you Internship with RBS Services India Private Limited ('Company') at the following address Bangalore - RMZ Ecoworld, SEZ. Your guide will be Rachit Bansal.

SDS01 - Please be informed that your internship will commence effective 14/11/2022 and shall end on 15/05/2023 on the following terms and conditions:

EDA01 - This contract of internship shall terminate immediately upon the expiry of the said period of internship on 15/05/2023 and it shall not be obligatory on the part of the Company to offer to you employment of any nature upon expiry of the internship. However, during the internship tenure the Company can terminate, at its sole discretion, this arrangement without assigning any reasons or without any notice thereof. You shall not be entitled to any compensation, loss, including opportunity loss, cost, or damages in the event of termination / expiry of internship.

Notwithstanding anything contained herein, this offer of internship is contingent upon the successful completion of the Background Screening process (Screening) which is a background screening conducted by the NatWest Group ('Group'). The Screening includes but is not limited to verification of your educational and professional qualifications, criminal prosecutions, if any, etc. The Group may

RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

withdraw this offer of internship (if applicable) or terminate your internship before its completion, if the result of any Screening (which may be conducted at any time prior to or during your internship) or during your internship any act on your part demonstrates (to be determined solely at the discretion of the Group) that you will not be able to carry out the inherent requirements of your internship to the Group's standards of integrity and professionalism.

In case of such termination, you will not be entitled to receive any experience letter.

RMS01 - You will be paid a stipend of INR 45000 per month for the period of the internship.

CNS01 - Confidentiality

(i) "Confidential Information" is knowledge about the commercial affairs and business transactions of the Company and the Group, including, but not limited to, information about the customers, clients, employees, suppliers (whether former, actual or potential), Group contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company or any Company of the Group.
(ii) Confidential Information also includes, without limitation:
a. information relating directly or indirectly to particular securities or issuers thereof (both Group companies and third parties) and which would, if generally available, be likely to have an effect on the price of such securities or related investments ("Price-Sensitive Information");
b. any information contained in documents marked "confidential" or documents of a higher security classification and other information which, because of its nature or the circumstances in which you receive it, you should reasonably consider to be confidential; and
c. confidential information (howsoever obtained) about or provided by any third party received during the course of or as a result of your internship by the Group.
(iii) You agree you shall at all times observe secrecy in respect of all the affairs of the Group of which you become aware as a result of your internship and in particular you will keep confidential:
a. all information relating to the Group's customers including their identity, their accounts and the details of all Group products or policies held by them.

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182469287/Hyderabad
Date: 10/03/2021

Mr.Vusa Abhishek
3-28 Pallivanimalapalli,
Chilakalapudi,
Ghantasala
Krishna-521133,
Andhra Pradesh.
Tel# 91-8008866778

Dear Vusa Abhishek,

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.

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	Vusa Abhishek
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
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
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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

16-274 (25)

(31)

STRICTLY PERSONAL

Name: AEC

Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. M. Krupasanthi

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

32

TEMENOS | kony

KONY IS NOW PART OF TEMENOS

Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **VAKKAPATLA BHARAT KUMAR**
NEAR RICE MILL, V.KOTHAPALEM KODURU,
Krishna (Dist), ANDHRA PRADESH.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

Understand the working of the specific product – application(s) in which expertise needs to be built through training programs including on the job training, class room training and training material available on the knowledge collateral(s).
Primary responsibility will be to facilitate solution to the tickets logged. It includes analysis of the ticket logged, updating clients and stakeholders through appropriate channels in every stage of resolution & providing an agreeable solution.
Responsibility in detail:
Understand the details in ticket logged. Validate the completeness of information provided and if required, collect further information from client. Use the collected information to analyze the problem threadbare.
When identified as a bug, do comprehensive documentation including product analysis of defect ,elaborating the root cause and possible resolution for the defect. Provide additional information that would help Development team to fix and test the problem effectively.
In case of non-defects, educate client with adequate information & procedures on how to handle the scenario/meet the requirement .
Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

7.Date of joining: **October 1, 2021 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11.Place of work: 9th Floor, B 6- South Tower, Divyasree Orion,Sy.No.66/1, Hyderabad, TELANGANA 500032 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which may include travel within India or abroad.

12.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / 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 week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

19.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

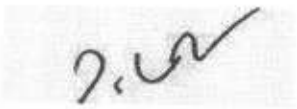
20.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without anynotice and may request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

21.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till October 1, 2021 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are requested to communicate your acceptance on the Cornerstone portal. You should join latest by October 1, 2021 **(MM/DD/YYYY).**
c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

TEMENOS | kony
KONY IS NOW PART OF TEMENOS

ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	275,000.00
HRA	110,000.00
Basket of Allowance	141,000.00
Total	526,000.00
A.1-Incentive	
Product Knowledge Incentive	24,000.00
Total (A+A.1)	**550,000.00**
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	27,500.00
Insurance Benefit	7,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+A.1+B)	**631,221.00**

* **Short Term Incentive (STI)**: The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,

T. Sethu Rathinam
Vice President – Human Resources

16-275 (26)

(33)

STRICTLY PERSONAL

Name: A EC
Date : 29-Feb-20

Sub: Letter of Intent

Dear M.S. N. Y. Lakshmi Prasanna.

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training.** It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-2B8 (27)

(54)

STRICTLY PERSONAL

Name: A EC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. V. Rajeswari

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,
For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

35

NatWest Group

RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

Issue Date: 06/10/2022

VEERLA PRATHIBHA

2-69 NEAR VINAYAKA TEMPLE VADLAMANNADU

Subject: Internship Contract

Dear Prathibha,

JTS01 - With reference to your application, we are pleased to offer you Internship with RBS Services India Private Limited ('Company') at the following address Bangalore - RMZ Ecoworld, SEZ. Your guide will be Rachit Bansal.

SDS01 - Please be informed that your internship will commence effective 14/11/2022 and shall end on 15/05/2023 on the following terms and conditions:

EDA01 - This contract of internship shall terminate immediately upon the expiry of the said period of internship on 15/05/2023 and it shall not be obligatory on the part of the Company to offer to you employment of any nature upon expiry of the internship. However, during the internship tenure the Company can terminate, at its sole discretion, this arrangement without assigning any reasons or without any notice thereof. You shall not be entitled to any compensation, loss, including opportunity loss, cost, or damages in the event of termination / expiry of internship.

Notwithstanding anything contained herein, this offer of internship is contingent upon the successful completion of the Background Screening process (Screening) which is a background screening conducted by the NatWest Group ('Group'). The Screening includes but is not limited to verification of your educational and professional qualifications, criminal prosecutions, if any, etc. The Group may

RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

withdraw this offer of internship (if applicable) or terminate your internship before its completion, if the result of any Screening (which may be conducted at any time prior to or during your internship) or during your internship any act on your part demonstrates (to be determined solely at the discretion of the Group) that you will not be able to carry out the inherent requirements of your internship to the Group's standards of integrity and professionalism.

In case of such termination, you will not be entitled to receive any experience letter.

RMS01 - You will be paid a stipend of INR 45000 per month for the period of the internship.

CNS01 - Confidentiality

(i) "Confidential Information" is knowledge about the commercial affairs and business transactions of the Company and the Group, including, but not limited to, information about the customers, clients, employees, suppliers (whether former, actual or potential), Group contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company or any Company of the Group.
(ii) Confidential Information also includes, without limitation:
a. information relating directly or indirectly to particular securities or issuers thereof (both Group companies and third parties) and which would, if generally available, be likely to have an effect on the price of such securities or related investments ("Price-Sensitive Information");
b. any information contained in documents marked "confidential" or documents of a higher security classification and other information which, because of its nature or the circumstances in which you receive it, you should reasonably consider to be confidential; and
c. confidential information (howsoever obtained) about or provided by any third party received during the course of or as a result of your internship by the Group.
(iii) You agree you shall at all times observe secrecy in respect of all the affairs of the Group of which you become aware as a result of your internship and in particular you will keep confidential:
a. all information relating to the Group's customers including their identity, their accounts and the details of all Group products or policies held by them.

(36)

16-2C3

(28)

STRICTLY PERSONAL

Name: A EC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. V. Ramya Sri

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,
For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

37

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KONY IS NOW PART OF TEMENOS

Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **VANGARA SWATHI**
1-13, RAMLAYAM SERIKALVAPUDI,
Gudlavalleru, KRISHNA, A.P- 521330.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

Understand the working of the specific product – application(s) in which expertise needs to be built through training programs including on the job training, class room training and training material available on the knowledge collateral(s).
Primary responsibility will be to facilitate solution to the tickets logged. It includes analysis of the ticket logged, updating clients and stakeholders through appropriate channels in every stage of resolution & providing an agreeable solution.
Responsibility in detail:
Understand the details in ticket logged. Validate the completeness of information provided and if required, collect further information from client. Use the collected information to analyze the problem threadbare.
When identified as a bug, do comprehensive documentation including product analysis of defect ,elaborating the root cause and possible resolution for the defect. Provide additional information that would help Development team to fix and test the problem effectively.
In case of non-defects, educate client with adequate information & procedures on how to handle the scenario/meet the requirement .
Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

7.Date of joining: **October 1, 2021 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11.Place of work: 9th Floor, B 6- South Tower, Divyasree Orion,Sy.No.66/1, Hyderabad, TELANGANA 500032 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which may include travel within India or abroad.

12.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / 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 week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

19.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

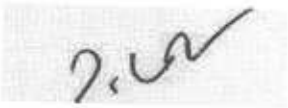
20.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without anynotice and may request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

21.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till October 1, 2021 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are requested to communicate your acceptance on the Cornerstone portal. You should join latest by October 1, 2021 **(MM/DD/YYYY).**
c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

TEMENOS | kony
KONY IS NOW PART OF TEMENOS

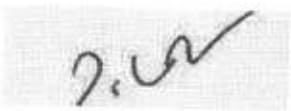
ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	275,000.00
HRA	110,000.00
Basket of Allowance	141,000.00
Total	526,000.00
A.1-Incentive	
Product Knowledge Incentive	24,000.00
Total (A+A.1)	**550,000.00**
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	27,500.00
Insurance Benefit	7,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+A.1+B)	**631,221.00**

*** Short Term Incentive (STI)**: The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

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APPOINTMENT LETTER

January 25, 2022

Dear BOYINA MANIKANTH,

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 VI. 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**

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 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th 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.

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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I BOYINA MANIKANTH , 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;

b. processing my job application including background verification checks;

c. 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: BOYINA MANIKANTH

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
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**

*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.

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.

ANNEXURE – IV

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TATA

Offer: Computer Consultancy
Ref: TCSL/DT20222007101/Delhi
Date: 11/03/2022

Mr. M Venkata Seetha Ramacharyulu Ratnakaram
10-30Chaparala Street,
Opposite College Bustop,
Gudlavalleru-521356,
Andhrapradesh.
Tel# -

Dear M Venkata Seetha Ramacharyulu Ratnakaram,

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.

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

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TEMENOS | kony

KONY IS NOW PART OF TEMENOS

Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **SALAGALA DILEEP**
9-78, CHENNUVANIPURAM, PAMARRU,
KRISHNA, ANDHRA PRADESH - 521390.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

Understand the working of the specific product – application(s) in which expertise needs to be built through training programs including on the job training, class room training and training material available on the knowledge collateral(s).
Primary responsibility will be to facilitate solution to the tickets logged. It includes analysis of the ticket logged, updating clients and stakeholders through appropriate channels in every stage of resolution & providing an agreeable solution.
Responsibility in detail:
Understand the details in ticket logged. Validate the completeness of information provided and if required, collect further information from client. Use the collected information to analyze the problem threadbare.
When identified as a bug, do comprehensive documentation including product analysis of defect ,elaborating the root cause and possible resolution for the defect. Provide additional information that would help Development team to fix and test the problem effectively.
In case of non-defects, educate client with adequate information & procedures on how to handle the scenario/meet the requirement .
Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

7.Date of joining: **October 1, 2021 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11.Place of work: 9th Floor, B 6- South Tower, Divyasree Orion,Sy.No.66/1, Hyderabad, TELANGANA 500032 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which may include travel within India or abroad.

12.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / 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 week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

19.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

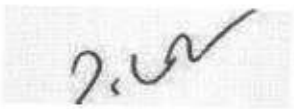
20.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without anynotice and may request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

21.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till October 1, 2021 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are requested to communicate your acceptance on the Cornerstone portal. You should join latest by October 1, 2021 **(MM/DD/YYYY).**
c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

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Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Sannala Sri Lakshmi Swathy, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	S. Sri Lakshmi Swathy
Your Name in Capital letters	Sannala Sri Lakshmi Swathy

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name	: Sannala Sri Lakshmi Swathy
Competency	: CI
Designation	: ENGINEER
Stipend	: INR 22,000 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 (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is INR 500 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. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 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

Annexure 2

Compensation stack effective from the date of confirmation

Name : Sannala Sri Lakshmi Swathy

Competency : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	103,128
HRA	51,564
Conveyance	30,000
Competence Linked Pay	24,000
Communication Allowance	30,000
Education Allowance	24,000
Provident Fund	12,372
Gratuity	4,944
Insurance Benefits*	6,000
Annual Gross	**286,008**
Bonus**	39,000
Annual Cost to Company	**325,008**

*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.

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182469555/Hyderabad
Date: 10/03/2021

Ms.Manikonda Sindhu
5-29 Ayyanki,
Movva,
Krishna-521138,
Andhra Pradesh.
Tel# 91-9398604789

Dear Manikonda Sindhu,

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.

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	Manikonda Sindhu
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
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
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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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MOSCHIP

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December 27, 2021

Dear Pavan Sri Surya Hemanth Kumar Telagareddi,

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 3 January 2022.

You will be paid INR 22,500/- 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.

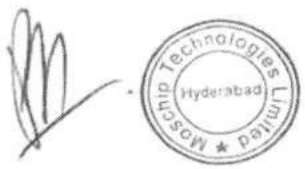
During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone 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 which is 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.

Pavan Sri Surya Hemanth Kumar Telagareddi	T. Surya	28/12/2021
Printed Name	Signature	Date

Moschip Technologies Limited
7th Floor, "My Home Twitza"
Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.
Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com
ISO 9001:2015 CIN : L31909TG1999PLC032184

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16-231

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Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **RAVINDRA REDDY GAYAM**
1-406/M, Machavaram,
Rompicherala(m), Guntur(d), 522615.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

Understand the working of the specific product – application(s) in which expertise needs to be built through training programs including on the job training, class room training and training material available on the knowledge collateral(s).
Primary responsibility will be to facilitate solution to the tickets logged. It includes analysis of the ticket logged, updating clients and stakeholders through appropriate channels in every stage of resolution & providing an agreeable solution.
Responsibility in detail:
Understand the details in ticket logged. Validate the completeness of information provided and if required, collect further information from client. Use the collected information to analyze the problem threadbare.
When identified as a bug, do comprehensive documentation including product analysis of defect ,elaborating the root cause and possible resolution for the defect. Provide additional information that would help Development team to fix and test the problem effectively.
In case of non-defects, educate client with adequate information & procedures on how to handle the scenario/meet the requirement .
Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

45

NatWest Group



RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

Issue Date: 06/10/2022

JUNAPUDI SATHWIK
4-266 NEAR WATER TANK deverapalli

Subject: Internship Contract

Dear Sathwik

JTS01 - With reference to your application, we are pleased to offer you Internship with RBS Services India Private Limited ('Company') at the following address Bangalore - RMZ Ecoworld, SEZ. Your guide will be Rachit Bansal.

SDS01 - Please be informed that your internship will commence effective 14/11/2022 and shall end on 15/05/2023 on the following terms and conditions:

EDA01 - This contract of internship shall terminate immediately upon the expiry of the said period of internship on 15/05/2023 and it shall not be obligatory on the part of the Company to offer to you employment of any nature upon expiry of the internship. However, during the internship tenure the Company can terminate, at its sole discretion, this arrangement without assigning any reasons or without any notice thereof. You shall not be entitled to any compensation, loss, including opportunity loss, cost, or damages in the event of termination / expiry of internship.

Notwithstanding anything contained herein, this offer of internship is contingent upon the successful completion of the Background Screening process (Screening) which is a background screening conducted by the NatWest Group ('Group'). The Screening includes but is not limited to verification of your educational and professional qualifications, criminal prosecutions, if any, etc. The Group may

RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website: www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000
Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

withdraw this offer of internship (if applicable) or terminate your internship before its completion, if the result of any Screening (which may be conducted at any time prior to or during your internship) or during your internship any act on your part demonstrates (to be determined solely at the discretion of the Group) that you will not be able to carry out the inherent requirements of your internship to the Group's standards of integrity and professionalism.

In case of such termination, you will not be entitled to receive any experience letter.

RMS01 - You will be paid a stipend of INR 45000 per month for the period of the internship.

CNS01 - Confidentiality

(i) "Confidential Information" is knowledge about the commercial affairs and business transactions of the Company and the Group, including, but not limited to, information about the customers, clients, employees, suppliers (whether former, actual or potential), Group contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company or any Company of the Group.

(ii) Confidential Information also includes, without limitation:

a. information relating directly or indirectly to particular securities or issuers thereof (both Group companies and third parties) and which would, if generally available, be likely to have an effect on the price of such securities or related investments ("Price-Sensitive Information");

b. any information contained in documents marked "confidential" or documents of a higher security classification and other information which, because of its nature or the circumstances in which you receive it, you should reasonably consider to be confidential; and

c. confidential information (howsoever obtained) about or provided by any third party received during the course of or as a result of your internship by the Group.

(iii) You agree you shall at all times observe secrecy in respect of all the affairs of the Group of which you become aware as a result of your internship and in particular you will keep confidential:

a. all information relating to the Group's customers including their identity, their accounts and the details of all Group products or policies held by them.

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Making Integrations Simpler

Dear **Venkata Durga Sai Kumar,**

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the Role of **Software Trainee .**

You will be working remotely. The date of your joining would be **15th September 2021**

On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with TGH. On successful completion of the training, your employment with the company will stand confirmed subject to the terms and conditions as per Company policies.

Your employment will be governed by the rules, regulations and policies of the Company.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

Welcome to Techy Geek Hub Software Solutions. We wish you a long, rewarding and fulfilling career and look forward to your joining us. Yours sincerely,

Swati Sharma

SWATI SHARMA
HR HEAD

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

KODALI VENKATA DURGA SAI KUMAR
Your name in capital letters

K.V.d.Sai Kumar
Your Signature

Date: 07-09-2021

E-Mail-Id : connect@techygeekhub.com
Contact Details : 011-40071137 / +91-9310943752

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Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **CHEERA KIRANMAI**
1-44, PRODDUVAKA, MUDINEPALLI,
KRISHNA,ANDHRA PRADESH - 521343.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

Understand the working of the specific product – application(s) in which expertise needs to be built through training programs including on the job training, class room training and training material available on the knowledge collateral(s).
Primary responsibility will be to facilitate solution to the tickets logged. It includes analysis of the ticket logged, updating clients and stakeholders through appropriate channels in every stage of resolution & providing an agreeable solution.
Responsibility in detail:
Understand the details in ticket logged. Validate the completeness of information provided and if required, collect further information from client. Use the collected information to analyze the problem threadbare.
When identified as a bug, do comprehensive documentation including product analysis of defect ,elaborating the root cause and possible resolution for the defect. Provide additional information that would help Development team to fix and test the problem effectively.
In case of non-defects, educate client with adequate information & procedures on how to handle the scenario/meet the requirement .
Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

7.Date of joining: **October 1, 2021 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11.Place of work: 9th Floor, B 6- South Tower, Divyasree Orion,Sy.No.66/1, Hyderabad, TELANGANA 500032 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which may include travel within India or abroad.

12.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / 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 week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

19.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

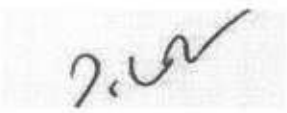
20.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without anynotice and may request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

21.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till October 1, 2021 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are requested to communicate your acceptance on the Cornerstone portal. You should join latest by October 1, 2021 **(MM/DD/YYYY).**
c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

Infosys
Navigate your next

HRD/1000540729/20-21

(48)

December 23, 2020

Ms. Daram ramya
18-75,pedhayerukapadu,
Gudivada, Krishana,
A.P 521301
India

Dear Daram,

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-Jan-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.

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: 2020.12.23 19:39:00 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

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Daram Ramya**
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

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Daram Ramya**
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%**
RAINING 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

(49)

TEMENOS | kony

KONY IS NOW PART OF TEMENOS

Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **SONTI GOWRI SANKAR**
1-124-1, VEMULAMADA,
MOVVA, KRISHNA, A.P -521135.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

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Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

7.Date of joining: **October 1, 2021 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11.Place of work: 9th Floor, B 6- South Tower, Divyasree Orion,Sy.No.66/1, Hyderabad, TELANGANA 500032 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which may include travel within India or abroad.

12.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / 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 week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

19.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

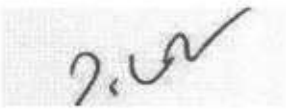
20.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without anynotice and may request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

21.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till October 1, 2021 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are requested to communicate your acceptance on the Cornerstone portal. You should join latest by October 1, 2021 **(MM/DD/YYYY).**
c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

TEMENOS | kony

KONY IS NOW PART OF TEMENOS

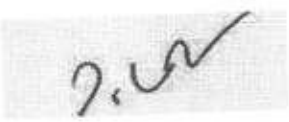
ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	275,000.00
Basic	110,000.00
HRA	141,000.00
Basket of Allowance	526,000.00
Total	
A.1-Incentive	24,000.00
Product Knowledge Incentive	**550,000.00**
Total (A+A.1)	
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	27,500.00
Insurance Benefit	7,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+A.1+B)	**631,221.00**

* **Short Term Incentive (STI)**: The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

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STRICTLY CONFIDENTIAL
LETTER OF OFFER

Date: **01-Sep-2021**
S. No: 2156 / Vacancy ID:60319

Dear **Majjari SivaKrishna**,

National Identification Number: PAN: EUMPM1144R

With reference to your recent interview with us, we are pleased to make an offer of employment to you as **Trainee Software Engineer**.

You are required to join duty on or before **06-Sep-2021** at our office in Hyderabad.

Your gross salary and other benefits forming part of your compensation is hereby detailed and enclosed as Annexure A & B.

On your date of joining, you shall be issued an Appointment Letter. You will also be required to sign a Non-Disclosure Agreement with us.

You will be on probation for a period of 120 (One hundred and twenty) days. Being a career growth company there will be a performance review at the end of your probation period.

Following are the documents that must be produced/submitted on the day of joining.

1. Original offer letter with your acceptance.
2. Education Certificates.
3. Appointment letter and latest salary increment letter of your previous employment.
4. Experience Certificates and Relieving Letter from the previous employers.
5. Recent salary slip issued by your current employer.
6. Aadhar card, PAN and Copy of passport (front and back).
7. Four passport size photographs.
8. Form 16 issued by your current employer.

Your employment is liable to be terminated in the event of non-submission of documents 1, 2,3 & 4 listed above.

In addition to the above, once you accept this offer, we will consider it as a consent from you to proceed with background verification checks through our empaneled agency.

IVY Software Development Services Private Limited
5th Floor, "B" Block, Divyasree Omega, Plot No13/E, Survey No.13 (part), Kondapur, Hyderabad, Telangana 500084. INDIA
Telephone: +91 40 4472 1000 | GSTIN: 36AADCI6283R1ZS | CIN : U72500TG2014PTC095528
www.ivy.global

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Infosys®
Navigate your next

HRD/3T/1000540727/20-21

December 23, 2020

Ms. Kollipara Sukanya
8-176/A Near Srinivasa Theatre,
Katuru Road Vuyyuru,
Vuyyur-521165
India

Ph: +91-9553539998

Dear Kollipara,

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
<richard_lobo@infosys.com>, Validity Unknown
Digitally signed by Richard Lobo
Date: 2020.12.28 19:39:00 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

Company Confidential - This communication is confidential between you and Infosys Limited

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Infosys
Navigate your next

HRD/2021-22/1001924414

May 11, 2021

Ms. Meenakshi Gurrala
Anne Babu Rao bazar, 3rd Street,
Panchayat Bazar,
Vuyyuru - 521165
India

Ph: (91) 9542921287

Dear Meenakshi Gurrala , 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

NFOSYS 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.

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INTERNAL COMMUNICATION

GMR Infrastructure Limited

Corporate Office:
New Udaan Bhawan, Ground Floor
Opp. Terminal-3, IGI Airport
New Delhi-110037,India
CIN L45203MH1996PLC281138
T +9111 47197001
F +9111 47197181

To,

Vardhan Peddibhotla,

From,

G V Rao,

Senior Manager (HR Recruitment Freshers).

Dear Vardhan,

This mail is to inform you that , under internal reference policy by top management executives(K S Krishna Kaushik AGM, we are pleased to inform you are being offered role of JUNIOR SOFTWARE ENGINEER, Hyderabad.

If you accept the offer, DOJ shall be intimated soon, in accordance with government restrictions on the workforce due to COVID 19.

Your CTC shall be as follows

Basic	28,000.00
DA	6,000.00
Conveyance	4,000.00
Starting bonus	10,000.00

(All figures in INR)

Total CTC Rs 38,000 (Thirty Eight Thousands) subjected to taxes.

Your place work shall be at GMR HIAL, but prior to joining you will have formal training. Your appointment stands validated only with evaluating performance in training.

Reporting time will be exact 10 days from date of receipt of next mail.Company shall pay you for transport upon submission of bills, other terms and conditions shall be informed on mail of appointed day.

Regards,

G V Rao.

June 10th 2021

Registered Office:
Naman Centre, 7th Floor
Opp. Dena Bank, Plot No. C-31
G Block, Bandra Kurla Complex
Bandra(East), Mumbai
Maharashtra, India-400051

(54)

wipro

APPOINTMENT LETTER

January 25, 2022

Dear GARIKIMUKKU CHAITANYA,

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 VI. 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**

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 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th 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 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

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.

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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I GARIKIMUKKU CHAITANYA, 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;

b. processing my job application including background verification checks;

c. 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: GARIKIMUKKU CHAITANYA

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
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**

*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.

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.

ANNEXURE – IV

55



TEMENOS | kony

KONY IS NOW PART OF TEMENOS

Temenos Offer

September 27, 2021 (MM/DD/YYYY)

Dear **GANDHAM POORNA MANIKANTA PRAKASH**
1-113, GANGALAMMA TEMPLE,
Kalidindi, KRISHNA, A.P -521343.

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: **Support Analysis**

4.Department: **PACS**

5.Reporting to: **Suresh Kumar Sundaram**

6.Job Description: Job Description:

Understand the working of the specific product – application(s) in which expertise needs to be built through training programs including on the job training, class room training and training material available on the knowledge collateral(s).
Primary responsibility will be to facilitate solution to the tickets logged. It includes analysis of the ticket logged, updating clients and stakeholders through appropriate channels in every stage of resolution & providing an agreeable solution.
Responsibility in detail:
Understand the details in ticket logged. Validate the completeness of information provided and if required, collect further information from client. Use the collected information to analyze the problem threadbare.
When identified as a bug, do comprehensive documentation including product analysis of defect ,elaborating the root cause and possible resolution for the defect. Provide additional information that would help Development team to fix and test the problem effectively.
In case of non-defects, educate client with adequate information & procedures on how to handle the scenario/meet the requirement .
Act as the technical reference point during software implementation/upgrades. Provide guidance and support to client IT teams.
Contribute to Knowledgebase through FAQ's and HowTo's.
Develop/Enhance Tools that will help in reducing the analysis time and boost customer experience. Best tools has fair chance of getting integrated to Core product
Available to perform onsite analysis of tickets at client places. Typically this would be required during the milestone period of the client like Go Live of implementation, branches, and Upgrade.

7.Date of joining: **October 1, 2021 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10.Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11.Place of work: 9th Floor, B 6- South Tower, Divyasree Orion,Sy.No.66/1, Hyderabad, TELANGANA 500032 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which may include travel within India or abroad.

12.Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13.Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14.Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15.Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16.Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended.Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / 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 week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18.Product Knowledge Incentive: As part of Product Knowledge upgrade program, all employees working in Temenos Products will be assigned the Product Knowledge objectives after completing the probation period. Objectives will be set on quarterly / annual basis and the payment will be made only to those successfully achieved their Product Knowledge Incentive. You may need to discuss with your Manager on the same after joining Temenos. More details related to Product Knowledge Incentive is available in Temenos Intranet Portal.

19.Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

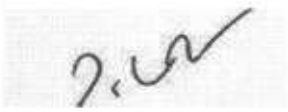
20.Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks. If the company is not satisfied on the outcome of your background checks, the company at its sole discretion, reserves the right to withdraw this offer without anynotice and may request for compensation or will take appropriate action against you, including, but not limited to termination of your employment.While conducting background checks, if there arises any doubts regarding any of the details furnished by you in the Offer Annexure, the company may at its sole discretion, ask you for further information to validate the facts or to substantiate the details that you have earlier provided to the company, to take appropriateaction.

21.Validity of the Offer: Offer of employment is subject to the following

a.Clearance by the company doctor based on the "medical examination".
b.This offer of employment shall be valid till October 1, 2021 **(MM/DD/YYYY)**. Upon receiving this offer letter, you are requested to communicate your acceptance on the Cornerstone portal. You should join latest by October 1, 2021 **(MM/DD/YYYY).**
c.In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	**INR Per Annum**
A - Gross Salary	
Basic	275,000.00
HRA	110,000.00
Basket of Allowance	141,000.00
Total	526,000.00
A.1-Incentive	
Product Knowledge Incentive	24,000.00
Total (A+A.1)	**550,000.00**
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	27,500.00
Insurance Benefit	7,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+A.1+B)	**631,221.00**

* **Short Term Incentive (STI)**: The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,

T. Sethu Rathinam
Vice President – Human Resources

(38) 16-291

(56)

wipro

APPOINTMENT LETTER

28 May, 2020

Dear **Puppala Mohith 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,

Validity unknown
Digitally signed by SUNIL KALACHAR
Date: 2020.05.28 17:46:32 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

Sensitivity: Internal & Restricted

9243055

HRD/1000540721/20-21

December 23, 2020

Mr.Katuri Vamsi
0-00,Krishanapuram,
Pamidimukalla,krishana
Andhra Pradesh
India

Ph: +91-9553539998

Dear Katuri 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 **13-Jan-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.

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Navigate your next

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Katuri Vamsi**
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

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Katuri Vamsi**
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

15-276

(58)

Candidate ID: 5097443 /998633,

Date of Joining: 10/19/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Nakka HemaSundara rao ,

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

164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

Nakka HemaSundara rao ,

Analyst

Total Cost to Company (CTC). **Rs.300,002.00**

Monthly Components	**Per Month**	**Annualized**
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs.0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	**Rs.21,828.00**	**Rs. 261,936.00**
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		**Rs.292,200.00**
Total Cash Compensation		**Rs.292,200.00**
Benefits		
Medical, Accident & Life Insurance Premium		**Rs.** 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		**Rs.300,002.00**

59

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

February 20, 2020

Mr. MADDIREDDY BRAHMESWAR REDDY

1-49 BESIDE ELEMENTRY SCHOOL MODEPALLI ADDANKI Prakasam Dist ANDHRA PRADESH

Dear Reddy,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate Consultant"**, in our Bangalore center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate Consultant
Location	Bangalore
Start Date	On or before March 09, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,468
Annual Incentive Plan	Rs. 24,532
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B.**

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

Allstate | Solutions Private Limited

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rakesh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by February 27, 2020, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Sabu Thomas
Chief People Officer

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

Allstate | Solutions Private Limited

Annexure A

February 20, 2020

Mr. Maddireddy Brahmeswar Reddy

Designation: Associate Consultant | Band: A3

Start Date: On or before March 09, 2020 | Work Location: Bangalore

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	58,868
Total Guaranteed Compensation	**350,468**
Annual Incentive Plan**	24,532
Total Targeted Cash	**375,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

16-252

(60)

29-Jun-2020

Dear Naveena Bhargavi,
B.Tech/B.E., Electronics and Electrical Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385620

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Pri Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-** includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your an Remuneration (ATR) would stand revised to **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution o **19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulation 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 Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and pr the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) wi standing arrears in your Graduation/Post-Graduation.
- 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 request.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

(61)



APPOINTMENT LETTER

January 25, 2022

Dear PENJANDRA THARUN,

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 VI. 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**

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 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th 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.

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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I PENJANDRA THARUN, 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;

b. processing my job application including background verification checks;

c. 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: PENJANDRA THARUN

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
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**

*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.

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.

ANNEXURE – IV

Atos

Date: 02/03/2022

Intent to Offer

Dear Akmal Shaik,

Syntellect ID: ASBE20227826

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 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.

Atos

ANNEXURE A

SALARY DISTRIBUTION

Name:	**Akmal Shaik**
Designation:	**Associate Consultant**
Band & Grade:	**GCM 1**

	Annual	Monthly
Basic Salary	119,000	9,917
Basket of Allowances (BOA)	175,000	14,583
Gross Pay & Allowances	**294,000**	**24,500**
Provident Fund (PF)	21,600	1,800
Statutory Bonus	24,400	2,033
Statutory & Retirals Benefits	**46,000**	**3,833**
	340,000	**28,333**

(63)

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

February 20, 2020

Mr. VULLI NAVEEN KUMAR
4-21-3 KAPULA RAMALAYAM STREET vuyyuru vuyyuru krishna ANDHRA PRADESH

Dear Kumar,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate Consultant"**, in our Bangalore center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate Consultant
Location	Bangalore
Start Date	On or before March 09, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,468
Annual Incentive Plan	Rs. 24,532
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

Allstate | Solutions Private Limited

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rakesh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by February 27, 2020, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Sabu Thomas
Chief People Officer

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

CIN Number U74900KA2012PTC064201

Allstate | Solutions Private Limited

Annexure A

February 20, 2020

Mr. Vulli Naveen Kumar

Designation: Associate Consultant

Band: A3

Start Date: On or before March 09, 2020

Work Location: Bangalore

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	58,868
Total Guaranteed Compensation	**350,468**
Annual Incentive Plan**	24,532
Total Targeted Cash	**375,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

TATA

Ref: TCSL/CT20182463243/1684224/Mumbai
Date: 10 December 2021

MS. MANOGNA DEEVI
5-48 Main Road,
Karumuru Turning, Peteru,
Andhra Pradesh-522265.
Tel# 917093462326

Sub: Joining Letter

Dear Ms. Manogna Deevi,

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 **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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
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APPOINTMENT LETTER

January 25, 2022

Dear SALI PAVAN KUMAR,

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 VI. 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**

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 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th 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.

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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I SALI PAVAN KUMAR, 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;

b. processing my job application including background verification checks;

c. 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: SALI PAVAN KUMAR

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
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**

*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.

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.

ANNEXURE – IV

Date: 09-Nov-22

Mr. Naveen Kota
Hyderabad

Dear Naveen Kota,

Welcome to Movate Technologies Pvt Ltd (Movate). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company**: The position includes a gross CTC of **Rs.220,000/-**(Two Lakh Twenty Thousand Only) per annum, before deductions, as explained further in Annexure 1.

2. **Annual Guaranteed Compensation**. Your Annual Guaranteed Compensation will be **Rs.209,000/-** (Two Lakh Nine Thousand Only).

3. **Annual Variable Compensation**. Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation maximum of **Rs.11,000/-** (Eleven Thousan Only). The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Handbook which you can access in company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company's intranet and get familiar with all the applicable policies and processes of the Company.

4. **Other Benefits**. Upon joining the Company, you will be positioned as **Grade JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.

5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

6. **Location:** Your initial place of work will be **Hyderabad**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, do refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.

8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) email address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.

9. **Relocation**: If you are stationed outside of **Hyderabad**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Hyderabad** from your current location as per the details enclosed in Annexure 1.

10. **Transport Facility:** In accordance with the Company's policy, Company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.

11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.

12. **Probation:** You will be on probation for a period of Three (3) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) Months notice in writing or Two(2) Months of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Sixty (60) days written notice or Two (2) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.

14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, Company reserves its right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.

16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy with regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not 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, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.

18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of Company’s assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.

19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the Company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean

those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.

20. **Work Done for Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.

22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.

23. **Termination for breach:** Company reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.

25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.

26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and

accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.

27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

We look forward to having you on board on or before **09-Nov-22.** As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to **veena.ravula@csscorp.com** before **09-Nov-22** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with Movate. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

Naveen Kota **Date**

For Movate Technologies Private Limited

Thendral Rajendran
Vice President & Regional Head- HR TA

Annexure 1 – Salary Working & Benefits

This is a computer-generated offer and does not require any signature

Name:	Naveen Kota			
Designation:	Trainee		Grade:	JL 1B
	Explanatory Notes		Monthly	Annual
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,557	66,684
House Rent Allowance	50%	On Basic	2,779	33,342
Statutory Bonus	As per the Act		1,111	13,332
Special Allowance*	Balancing Component		6,521	78,250
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,449	17,392
Total Guaranteed Compensation (TGC)				**209,000**
Variable Compensation				
Variable Performance Pay (VPP)	5%	On CTC		11,000
Total Variable Compensation**				**11,000**
Gross Cost to Company (CTC)				**220,000**
Benefits				
Personal Accident Disability Cover				750,000
Accidental Death Cover				1,500,000
Group Term Life Insurance Cover				1,500,000
Employee Direct Linked Insurance Cover				705,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children				200,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	60 days	Basic		
Deductions				
Statutory Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
**** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.				

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182469111/Hyderabad
Date: 10/03/2021

Mr.Gumma Ganesh
144/1 Sagaram Second Bazar,
Muppalla,
Chandrlapadu
Krishna-521183,
Andhra Pradesh.
Tel# 91-9988866118

Dear Gumma Ganesh,

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.

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

TATA

GROSS SALARY SHEET

Annexure 1

Name	Gumma Ganesh
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
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
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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17-204

KPIT

Joining Form

Applicant ID: 505200

Employee ID: 144261

Joining Date: 21.05.2021



Personal Information

First Name Naga Srikanth	**Middle Name**	**Last Name** Kapavarapu
Birth Date 28/03/1999	**Marital Status** Unmarried	**Personal Email** sriiisrikanth28@gmail.com
Current Address: Ganesh Kumar, 24-11-3/9, 4th line Bavajipet, Durgapuram		
City Vijayawada	**State** Andhra Pradesh	**PIN** 520003	**Mobile Number** 8328510719
Permanent Address: Ganesh Kumar, 24-11-3/9, 4th line Bavajipet, Durgapuram		
City Vijayawada	**State** Andhra Pradesh	**PIN** 520003	**Mobile Number** 8328510719

Educational Information

(Begin with the most recent qualification and end with Std. X)

Course/Degree	Specialization	Name of Institute/University	Location	Graduation (Month/Yr.)	Aggregte marks (% or CGPA)
Diploma	EEE	AANM & VVRSR POLYTECHNIC COLLEGE	Gudivada	April-2017	86.9
B.Tech	EEE	GUDLAVALLERU ENGINEERING COLLEGE	Gudivada	September-2020	77.1
10th Standard		Vani Vidyanikethan High School	Gudivada	April-2014	74

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16-20

(46)

Offer: Computer Consultancy
Ref: TCSL/DT20218524903/Hyderabad
Date: 15/11/2021

Mr. Krishna Balaji Venna
1-119,
Polavaram,
Vijayawada-521157,
Andhra Pradesh.
Tel# 91-7396378281

Dear Krishna Balaji Venna,

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.

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(70) (47) 16-2

Offer: Computer Consultancy
Ref: TCSL/CT20182469285/Hyderabad
Date: 10/03/2021

Ms. Kowsika Sanisetty
2-107Gandhi Bajar,
Near Gandhi Bomma,
Muppalla-521183,
Andhra Pradesh.
Tel# 91-8008866117

Dear Kowsika Sanisetty,

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.

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HRD/1000540726/20-21

December 23, 2020

Mr. Cheboina Tejavarma
8-176/A Near Srinivasa Theatre,
Katuru Road Vuyyuru,
Vuyyur-521165
India

Ph: +91-9553539998

Dear Mr. Cheboina Tejavarma,

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-Jan-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.

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ANNEXURE - I

(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Cheboina Tejavarma**
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

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ANNEXURE - II

(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Cheboina Tejavarma**
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

TATA

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16-268

Offer: Computer Consultancy
Ref: TCSL/CT20192728882/Chennai
Date: 12/04/2021

Ms. Divya Marada
1-127Marada Street,
Dibbagudivalasa,
Bobbili-535573,
Andhrapradesh.
Tel# 91-8121619331

Dear Divya Marada,

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.

M. Divya

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

16-210

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20218630131/Chennai
Date: 02/12/2021

Ms. Bogadi Sai Lakshmi Durga Bhavya
16/279-24,
Satyanarayanapuram,
Gudivada-521301,
Andhrapradesh.
Tel# -

Dear Bogadi Sai Lakshmi Durga Bhavya,

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.

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

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182457434/Hyderabad
Date: 13/09/2019

Ms. Akhila Paruchuri
11/152-2Chemmanagiripet,
Near Muncipal Office,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-8074265611

Dear Akhila Paruchuri,

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 **₹3,36,875/-** 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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16-293

Campus - Letter Of Intent

09-Dec-2019

Dear Dharapureddy Mahesh,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by

Offer: Computer Consultancy
Ref: TCSL/CT20203553522/Bangalore
Date: 17/02/2021

Ms. Harika Maruboina
1-79A,
Ramannamodi, Bantumilli-
521324, Andhra Pradesh.
Tel# -

Dear Harika Maruboina,

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.

TATA CONSULTANCY SERVICES
VYOEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

February 20, 2020

Ms.PENUMALA BHAVANA

12/9 NEHRUNAGAR GUDLAVALLERU GUDLAVALLERU krishna ANDHRA PRADESH 521356

Dear Bhavana,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate Consultant"**, in our Bangalore center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate Consultant
Location	Bangalore
Start Date	On or before March 09, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,468
Annual Incentive Plan	Rs. 24,532
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B.**

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rakesh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by February 27, 2020, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Sabu Thomas
Chief People Officer

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

Allstate | Solutions Private Limited

Annexure A

February 20, 2020

Ms. Penumala Bhavana

Designation: Associate Consultant

Band: A3

Start Date: On or before March 09, 2020

Work Location: Bangalore

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	58,868
Total Guaranteed Compensation	**350,468**
Annual Incentive Plan**	24,532
Total Targeted Cash	**375,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

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Navigate your next

HRD/1000540727/20-21

December 23, 2020

Mr. Yadla Naga Raju
6-121/5,Golla, Ragolopete
Srikakulam, A.P,
532448
India

Dear
Yadla Naga Raju
,

Congratulations! We are delighted to make you an offer as **Systems Engineer** . **Systems Engineer Trainee** and your role is

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Jan-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.

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Yadla Naga Raju**
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 onthly 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

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ANNEXURE - II

(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Yadla Naga Raju**
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

(79) (53)

16489A02B0

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182453371/Hyderabad
Date: 13/09/2019

Mr. Ravi Teja Talupula
12/4012/40 Rustumbada Pet, Machilipatnam,
Andhra Pradesh,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9491348496

Dear Ravi Teja Talupula,

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 **₹3,36,875/-** 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 &

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

(80) (54) 16-200

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear V.Jahnavi

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

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KPIT

Date: 25th Mar 2020

Dear BATCHU RASI MANJUSHA,

Heartiest Congratulations!
You have successfully completed your ab-initio Genesis training program, conducted by KPIT.

Hence, we would like to offer the following Role, Designation and Grade to you.

Role: Trainee with stipend
Designation: Trainee with stipend
Grade: A

Additionally, KPIT is extremely happy to announce an individual one-time bonus of INR 50,000/- to you and your Genesis batch-mates who have completed the mandatory Genesis assessments. Most of you have passed the Genesis assessments with flying colours.

Commencing 04 Apr 2020, you are expected to join KPIT's Internship Program (online / offline / hybrid mode) for a duration of two to three months. During this time, you shall be aligned with experts from specific Practices (Departments / Verticals) at KPIT. If required, you may be requested to physically attend office (subject to the Covid-19 norms declared by the respective Governments and policies of KPIT issued from time to time). Moreover, few training modules have been slotted for some of you, to further make you industry-ready.

During this internship, you shall be paid a monthly stipend of INR 15,000/-, which will be paid to you at the end of each month. The above one-time bonus of INR 50,000/- will be payable to you alongwith the first stipend of your internship programme on 30 Apr 2020.

Absence, if any, from the internship programme will have to be approved by the competent authority. We fully understand that some of you may be required to take leave for your end-semester exams and preparation for the same. No stipend will be payable for the duration of your absence from the internship programme.

Total rewards / compensation upon confirmation as Full Time Employee (FTE):

- Upon successful completion of your Internship program, you shall be eligible to join KPIT as a Full-Time Employee (FTE) of KPIT; and be eligible to work on industry projects. As an FTE, your total target compensation, including all benefits would be INR 4,00,000/- (Four lac) per annum (p.a.).
- You will be eligible for medical insurance of INR 6 lac p.a. for self, spouse and children, which is fully sponsored by company. You can also take additional medical insurance upto INR 20 lac p.a. on nominal payment basis. You can add your parents and in-laws also for medical insurance on payment basis, the premium of which is almost half than what you get in the market. Moreover, you can pay this additional premium in six instalments.
- You will be eligible for term life insurance of INR 11 lac and personal accident insurance of INR 20 lac to cater for any unforeseen/unfortunate mishaps.
- You will also be eligible for 21 days annual leave and additional 10 days annual holidays as per our holiday calendar.
- You will have an annual vacation from 25 Dec to 01 Jan, every year in which all our offices are closed, so that you can plan your travel or pursue your passions and interest.
- You can pursue your Masters from Coventry University, UK. KPIT will sponsor 50% of your tuition fee.

Please note, that your joining as an FTE, would commence only upon your submission of the final mark-sheet of your academic programme. Please note that your selection and joining at KPIT will stand cancelled in the event of your failure in your pen- ultimate / final semester examinations of your ongoing academic degree programme.

KPIT

We want to provide you the best of learning and growth in our endeavour to make KPIT the "Best Place to Grow". This is reflected in our compensation package as you grow in your journey with KPIT.

Salary upon completion of one year: Almost all of you would move to Grade B upon completion of one year with us (except a few poor performance cases) and your salary would be INR 4.5 lac to INR 5 lac p.a. (based on your performance, and policies of KPIT).

Salary upon completion of the bond of two years: On completion of the bond-duration, your salary would be INR 7 lac p.a. to INR 8 lac p.a. (based on your performance, and policies of KPIT)

Promotion to Grade C: We are in the midst of industry-leading growth; and all high performers can expect promotion to Grade C after 1 to 1.5 years in Grade B (total KPIT experience of 2 to 2.5 years) in which case, your salary would be INR 10.5 lac to INR 11.5 lac (based on your performance, and policies of KPIT).

Promotion to Grade D: For all high performers, promotion to Grade D would be after 1 to 1.5 years in Grade C (total KPIT experience of 3 to 4 years) in which case, your salary would be INR 12.5 lac to INR 13.5 lac p.a.

Bond. Upon joining KPIT on 04 Apr 2020, you are required to sign a bond of two years. In the event of you breaching the bond, there will be a penalty of INR 2,00,000/- (Two lac only) payable to KPIT in lieu of the training costs incurred for you. If there is some additional specialized technology training in future, there will be a separate additional bond for that training. The detailed terms and conditions are given in the agreement.

Kindly confirm your acceptance latest by 23:59 hrs on 29 Mar 2020 (Indian Standard Time). Beyond this date, this offer is considered null and void.

Acceptance of this Offer letter implies that you acknowledge that you are willing to sign the bond at the time of joining KPIT on 04 Apr 2020.

Note: Your internship and employment with KPIT shall be subject to the rules, regulations, policies issued by KPIT from time to time and shall be subject to the sole discretion of KPIT. In event of any breach or misrepresentation, fraud, illegal act or omission, KPIT reserves all rights and remedies available to it under law and equity.

Arbitration: Any dispute concerning the subject matter of internship, employment or confidentiality or the breach, termination or validity thereof, which shall include but not limited to issue as to the interpretation, operation, or effect of any clause contained in it or any other difference arising (a 'Dispute') shall be first attempted to be settled mutually, failing in which, the dispute shall be referred to the Sole Arbitrator to be appointed mutually as per the provisions of the Arbitration and Conciliation Act 1996. The place of arbitration shall be city of Pune, Maharashtra. The language of proceedings shall be English. The dispute shall be subject to and governed by the laws prevalent in India.

Working Hours

- Your working hours are governed by applicable law.

Mobility

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites on the terms and conditions as applicable to you at the time of transfer.

Annual Leave

- You will be eligible for paid Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. Earned leaves need to be utilized on month basis and it cannot be credit forward.

Holidays

- You are entitled to Public Holidays applicable in India every year.

KPIT

Confidentiality Agreement

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients.

KPIT Code of Conduct

- You are required to sign the KPITs Code of Conduct and follow the same in your day-today conduct as an intern of KPIT.

Rules and Regulations of the Company

- Your internship will be governed by the policies, rules, regulations, practices, processes and procedures of KPIT as applicable to you and the changes therein from time to time.

Culture at KPIT

- KPIT has open door policy which makes the work culture transparent and easy to approach.
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights.
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills.
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.
- Channelization of raw energy and execution of good ideas is brought in by young employees like you.
- KPIT gives you a platform for new ideas and a lot of innovation is fostered here.
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career.

The Dhoom Club

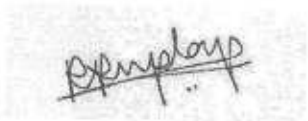
- Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously! Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks.** Get ready to showcase your talent even at Work!

Corporate Social Responsibility (CSR)

- Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.
- **Few of our CSR Initiatives:**
  - Chhote Scientists
  - Water Conservation through mass volunteering
  - Reforestation Program
  - Meet the Social Legends

A new assignment, workplace and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

Yours Sincerely,
For: KPIT Technologies Limited



Rahul Uplap
Associate Vice President
Global Head - Education & Competency Development (ECoDe)

KPIT Technologies Limited
Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan, Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

O +91 20 6770 6000
E info@kpit.com
W kpit.com

(55) 16-2B6

(82)

HEXAWARE

Letter of Intent

04 November 2019

Manaswini
Gudlavalleru Engineering College
Gudlavalleru

Dear Manaswini,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee".**

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in **Chennai.**

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.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

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 confirming your interest in joining Hexaware.

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Associate Vice President, Recruitment

(83)

(56)

16481A0236.

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

December 26, 2019

G.VENKATESWARA RAO

MALAPARRU,KRISHNA

Andhra Pradesh-521324.

Dear **G.VENKATESWARA RAO,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **09th January 2020** duly recommended by your College/University vide it's letter dated **26th December 2019** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,

Srimathi Shivashankar

Corp. VP & Program Director

HCL

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

Internship Agreement - ANNEXURE 1

1. The duration of your internship would be **6 months**. Your internship shall commence on **09th January 2020** to an automatic end on **08th July 2020**. Please note that this internship is not an offer for employment by the Company and doesn't create any employer and employee relation and neither of us intends any employment relationship to be created either now or at any time in the future, accordingly regulations governing employment with the Company will not apply to you. 2.You shall faithfully undertake and complete this training and further agree and undertakes that on successfully completing the training, you shall serve the Company for a minimum period of **24 months** from the date of successful completion of the training in case HCL offers you such job opportunity. It is clearly understood and agreed upon by the Parties that termination of training for any reason directly attributable to you, shall also be deemed to constitute failure to successfully complete this training or to serve the Company for a period of **30days** thereafter.

3.You agree and accept that you would be imparted specialized training meant to impart high skills and capabilities. These are specialized skills which you shall acquire as a result of the training and, as such, with the increased competitiveness, the skills imparted to you are to be used by the Company only. It is, therefore, clearly understood and agreed to by you that if you do not fulfil your obligations under this agreement and do not serve the Company for a stipulated minimum period after successfully completing the training or otherwise commits any infringement or violation of this agreement or if the training is terminated for any reason directly attributable to you, the Company shall be fully competent and entitled to enforce this agreement and recover the training cost amounting to **Rs.1.25 lakhs** (Rupees One Lakh Twenty Five Thousand only), which shall be in addition to the damages for committing breach of the agreement. In such an event, you shall immediately pay to the Company the said training cost as well as a sum of amount as liquidated damages, failing which the Company shall be legally competent to recover the said amounts from you or your surety through the process of law, irrespective of any part-period actually served by you after the training.

2. As an intern, your position shall always be that of a 'learner', who is conducting an organizational study, while the Company shall hold the position of a 'teacher' or 'instructor'.

3. During your internship with the Company, you will be paid a stipend of **INR 12,000** per month, subject to deductions as per applicable tax laws.

4. You will be off on all weekends, public holidays as per the published Holiday calendar for **HCL Software**, accessible through **www.myhcl.com**. You may take personal leaves in exigencies and you should keep your mentor and HR Partner informed.

5. During the internship, you would be required to conduct the study during the normal working hours from **9:00 am** to **6:30 pm** on Mondays to Fridays. You may also be required to attend trainings in shifts as permitted by law. The shifts and timings are subject to change and will be communicated to you from time to time.

6. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

7. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
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Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

8. You will be required to maintain utmost secrecy and shall not divulge or disclose to anyone in any manner, particulars or details of any information or data that you may come to possess by virtue of your association with the Company, including details of the trade secrets, manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the Company of confidential nature.

9. You are expected to acquaint yourself with the governance related Company policies which are available at the Company's online portal or may be acquired from the HR representatives at the respective premises. If at any time in the opinion of the Company, you are found to be guilty of fraud, dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, or any other conduct considered by to be deterrent to the Company's interest or of violation of one or more terms of this internship letter, the Company reserves the right to terminate your internship without notice. The decision of the Company in this regard shall be final.

10. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your internship, shall be deemed to be the exclusive property of the Company and you hereby waive any and all rights, title or interest, if any, in the same in favour of the Company. Further, it is expected that you to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive during the internship.

11. You will be responsible for safekeeping and return in good condition and order of all Company assets, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the costs of the same from you.

12. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising directly or indirectly from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your internship with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

13. Your continuance on this internship with the Company is subject to your remaining physically and mentally fit. You are expected to undergo medical examination as per the directions of the Company, if required unless prohibited under law.

14. The Company is an equal opportunities Company and has a detailed equal opportunities policy, a copy of which is available at our internal portal. You are required to read the policy and take all necessary steps to ensure that it is properly observed. Failure to comply with the terms of the policy may result in disciplinary action and, in serious cases, termination of internship.

15. Data Protection: You shall at all times be under a duty to provide and update the Company with your personal particulars, including but not limited to residential address, residential telephone number, mobile phone number, identity card number, driving license number, income tax reference number, name(s), date(s) of birth and contact details of spouse, next of kin, and children.

16. You consent to the Company monitoring and recording any use that you make of the Company's electronic communications systems for the purpose of ensuring that the Company's rules are being complied with and for legitimate

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www.hcltech.com

business purposes. You shall comply with any electronic communication systems policies, if any, that the Company may issue from time to time.

17. Right to search

a) The Company reserves the right to search you or any of your property held on the Company's premises, at any time, if the Company believes that you are under the influence of alcohol or restricted drugs or carry a weapon, which could be hazardous to other occupants of the premises or if it believes that you may have committed a criminal offence.

b) The Company may take assistance of the local government agencies or any other authorized agency for conducting the necessary search as stated above.

c) If you refuse to comply with the Company's search procedure, such refusal will be treated as misconduct and will entitle the Company to take disciplinary action.

d) If you use your personal laptop or phone for office purposes, the Company has the right to inspect, take a back-up of the data, and/or submit the laptop and/or phone for forensic analysis on ground of any suspicion or misconduct.

18. Further, during the period of your internship with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and Health and Safety policies and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your internship with HCL at any time without notice. Copy of such policies is accessible through **www.myhcl.com** or you can also contact your HR Partner.

19. You would be required to submit the below stated documents on the date of your reporting for your internship.
a) Qualification certificates

b) Date of birth certificate

c) Photographs – 7 no's

d) Copy of ID Card / Passport.

e) Proof of your education with <name of university>

f) Letter from University / College recommending you for internship for the period.

If all the above terms and conditions of internship are acceptable to you, please confirm your acceptance by signing and returning to us the duplicate of this Internship letter.

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Student's Name:

Signature:

Date:

(84)

(5

16-2

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203552866/Bangalore
Date: 16/08/2021

Ms. Sri Gayathri Pisupati
4/300-2A,
Rajupeta,
Machilipatnam-521001,
Andhra Pradesh.

Tel# -

Dear Sri Gayathri Pisupati,

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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `**14,784/-** per month.

(85)

KPIT

Date: 25th Mar 2020

Dear CHITTA MANIDATTA KUMAR,

Heartiest Congratulations!
You have successfully completed your ab-initio Genesis training program, conducted by KPIT.

Hence, we would like to offer the following Role, Designation and Grade to you.

Role: Trainee with stipend
Designation: Trainee with stipend
Grade: A

Additionally, KPIT is extremely happy to announce an individual one-time bonus of INR 50,000/- to you and your Genesis batch-mates who have completed the mandatory Genesis assessments. Most of you have passed the Genesis assessments with flying colours.

Commencing 04 Apr 2020, you are expected to join KPIT's Internship Program (online / offline / hybrid mode) for a duration of two to three months. During this time, you shall be aligned with experts from specific Practices (Departments / Verticals) at KPIT. If required, you may be requested to physically attend office (subject to the Covid-19 norms declared by the respective Governments and policies of KPIT issued from time to time). Moreover, few training modules have been slotted for some of you, to further make you industry-ready.

During this internship, you shall be paid a monthly stipend of INR 15,000/-, which will be paid to you at the end of each month. The above one-time bonus of INR 50,000/- will be payable to you alongwith the first stipend of your internship programme on 30 Apr 2020.

Absence, if any, from the internship programme will have to be approved by the competent authority. We fully understand that some of you may be required to take leave for your end-semester exams and preparation for the same. No stipend will be payable for the duration of your absence from the internship programme.

Total rewards / compensation upon confirmation as Full Time Employee (FTE):

- Upon successful completion of your Internship program, you shall be eligible to join KPIT as a Full-Time Employee (FTE) of KPIT; and be eligible to work on industry projects. As an FTE, your total target compensation, including all benefits would be INR 4,00,000/- (Four lac) per annum (p.a.).
- You will be eligible for medical insurance of INR 6 lac p.a. for self, spouse and children, which is fully sponsored by company. You can also take additional medical insurance upto INR 20 lac p.a. on nominal payment basis. You can add your parents and in-laws also for medical insurance on payment basis, the premium of which is almost half than what you get in the market. Moreover, you can pay this additional premium in six instalments.
- You will be eligible for term life insurance of INR 11 lac and personal accident insurance of INR 20 lac to cater for any unforeseen/unfortunate mishaps.
- You will also be eligible for 21 days annual leave and additional 10 days annual holidays as per our holiday calendar.
- You will have an annual vacation from 25 Dec to 01 Jan, every year in which all our offices are closed, so that you can plan your travel or pursue your passions and interest.
- You can pursue your Masters from Coventry University, UK. KPIT will sponsor 50% of your tuition fee.

Please note, that your joining as an FTE, would commence only upon your submission of the final mark-sheet of your academic programme. Please note that your selection and joining at KPIT will stand cancelled in the event of your failure in your pen- ultimate / final semester examinations of your ongoing academic degree programme.

KPIT

We want to provide you the best of learning and growth in our endeavour to make KPIT the "Best Place to Grow". This is reflected in our compensation package as you grow in your journey with KPIT.

Salary upon completion of one year: Almost all of you would move to Grade B upon completion of one year with us (except a few poor performance cases) and your salary would be INR 4.5 lac to INR 5 lac p.a. (based on your performance, and policies of KPIT).

Salary upon completion of the bond of two years: On completion of the bond-duration, your salary would be INR 7 lac p.a. to INR 8 lac p.a. (based on your performance, and policies of KPIT)

Promotion to Grade C: We are in the midst of industry-leading growth; and all high performers can expect promotion to Grade C after 1 to 1.5 years in Grade B (total KPIT experience of 2 to 2.5 years) in which case, your salary would be INR 10.5 lac to INR 11.5 lac (based on your performance, and policies of KPIT).

Promotion to Grade D: For all high performers, promotion to Grade D would be after 1 to 1.5 years in Grade C (total KPIT experience of 3 to 4 years) in which case, your salary would be INR 12.5 lac to INR 13.5 lac p.a.

Bond. Upon joining KPIT on 04 Apr 2020, you are required to sign a bond of two years. In the event of you breaching the bond, there will be a penalty of INR 2,00,000/- (Two lac only) payable to KPIT in lieu of the training costs incurred for you. If there is some additional specialized technology training in future, there will be a separate additional bond for that training. The detailed terms and conditions are given in the agreement.

Kindly confirm your acceptance latest by 23:59 hrs on 29 Mar 2020 (Indian Standard Time). Beyond this date, this offer is considered null and void.

Acceptance of this Offer letter implies that you acknowledge that you are willing to sign the bond at the time of joining KPIT on 04 Apr 2020.

Note: Your internship and employment with KPIT shall be subject to the rules, regulations, policies issued by KPIT from time to time and shall be subject to the sole discretion of KPIT. In event of any breach or misrepresentation, fraud, illegal act or omission, KPIT reserves all rights and remedies available to it under law and equity.

Arbitration: Any dispute concerning the subject matter of internship, employment or confidentiality or the breach, termination or validity thereof, which shall include but not limited to issue as to the interpretation, operation, or effect of any clause contained in it or any other difference arising (a 'Dispute') shall be first attempted to be settled mutually, failing in which, the dispute shall be referred to the Sole Arbitrator to be appointed mutually as per the provisions of the Arbitration and Conciliation Act 1996. The place of arbitration shall be city of Pune, Maharashtra. The language of proceedings shall be English. The dispute shall be subject to and governed by the laws prevalent in India.

Working Hours

- Your working hours are governed by applicable law.

Mobility

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites on the terms and conditions as applicable to you at the time of transfer.

Annual Leave

- You will be eligible for paid Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. Earned leaves need to be utilized on month basis and it cannot be credit forward.

Holidays

- You are entitled to Public Holidays applicable in India every year.

KPIT

Confidentiality Agreement

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients.

KPIT Code of Conduct

- You are required to sign the KPITs Code of Conduct and follow the same in your day-today conduct as an intern of KPIT.

Rules and Regulations of the Company

- Your internship will be governed by the policies, rules, regulations, practices, processes and procedures of KPIT as applicable to you and the changes therein from time to time.

Culture at KPIT

- KPIT has open door policy which makes the work culture transparent and easy to approach.
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights.
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills.
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.
- Channelization of raw energy and execution of good ideas is brought in by young employees like you.
- KPIT gives you a platform for new ideas and a lot of innovation is fostered here.
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career.

The Dhoom Club

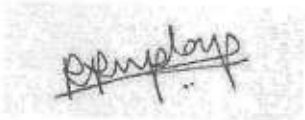
- Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously! Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks.** Get ready to showcase your talent even at Work!

Corporate Social Responsibility (CSR)

- Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.
- **Few of our CSR Initiatives:**
  - Chhote Scientists
  - Water Conservation through mass volunteering
  - Reforestation Program
  - Meet the Social Legends

A new assignment, workplace and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

Yours Sincerely,
For: KPIT Technologies Limited



Rahul Uplap
Associate Vice President
Global Head - Education & Competency Development (ECoDe)

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www.hcltech.com

OFFER FOR INTERNSHIP

January 06th, 2020

RAMACHANDRUNI SAIKALYAN
D.NO: 9-1013 BC COLANY 9TH WARD NEAR DHONTHULAMMA TEMPLE
KANIGIRI
PRAKASAM,ANDHRA PRADESH-523230

Dear **RAMACHANDRUNI SAIKALYAN,**

Subject: Internship with HCL Software

Congratulations! Your application for Internship dated **16th January 2020** duly recommended by your College/University vide it's letter dated **06th January 2020** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,

Srimathi Shivashankar
Corp. VP & Program Director

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Internship Agreement - ANNEXURE 1

1. The duration of your internship would be **6 months**. Your internship shall commence on **16th January 2020** to an automatic end on **15th July 2020.** Please note that this internship is not an offer for employment by the Company and doesn't create any employer and employee relation and neither of us intends any employment relationship to be created either now or at any time in the future, accordingly regulations governing employment with the Company will not apply to you. 2.You shall faithfully undertake and complete this training and further agree and undertakes that on successfully completing the training, you shall serve the Company for a minimum period of **24 months** from the date of successful completion of the training in case HCL offers you such job opportunity. It is clearly understood and agreed upon by the Parties that termination of training for any reason directly attributable to you, shall also be deemed to constitute failure to successfully complete this training or to serve the Company for a period of **30days** thereafter.

3.You agree and accept that you would be imparted specialized training meant to impart high skills and capabilities. These are specialized skills which you shall acquire as a result of the training and, as such, with the increased competitiveness, the skills imparted to you are to be used by the Company only. It is, therefore, clearly understood and agreed to by you that if you do not fulfil your obligations under this agreement and do not serve the Company for a stipulated minimum period after successfully completing the training or otherwise commits any infringement or violation of this agreement or if the training is terminated for any reason directly attributable to you, the Company shall be fully competent and entitled to enforce this agreement and recover the training cost amounting to **Rs.1.25 lakhs** (Rupees One Lakh Twenty Five Thousand only), which shall be in addition to the damages for committing breach of the agreement. In such an event, you shall immediately pay to the Company the said training cost as well as a sum of amount as liquidated damages, failing which the Company shall be legally competent to recover the said amounts from you or your surety through the process of law, irrespective of any part-period actually served by you after the training.

2. As an intern, your position shall always be that of a 'learner', who is conducting an organizational study, while the Company shall hold the position of a 'teacher' or 'instructor'.

3. During your internship with the Company, you will be paid a stipend of **INR 12,000** per month, subject to deductions as per applicable tax laws.

4. You will be off on all weekends, public holidays as per the published Holiday calendar for **HCL Software**, accessible through **www.myhcl.com**. You may take personal leaves in exigencies and you should keep your mentor and HR Partner informed.

5. During the internship, you would be required to conduct the study during the normal working hours from **9:00 am** to **6:30 pm** on Mondays to Fridays. You may also be required to attend trainings in shifts as permitted by law. The shifts and timings are subject to change and will be communicated to you from time to time.

6. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

7. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

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8. You will be required to maintain utmost secrecy and shall not divulge or disclose to anyone in any manner, particulars or details of any information or data that you may come to possess by virtue of your association with the Company, including details of the trade secrets, manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the Company of confidential nature.

9. You are expected to acquaint yourself with the governance related Company policies which are available at the Company's online portal or may be acquired from the HR representatives at the respective premises. If at any time in the opinion of the Company, you are found to be guilty of fraud, dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, or any other conduct considered by to be deterrent to the Company's interest or of violation of one or more terms of this internship letter, the Company reserves the right to terminate your internship without notice. The decision of the Company in this regard shall be final.

10. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your internship, shall be deemed to be the exclusive property of the Company and you hereby waive any and all rights, title or interest, if any, in the same in favour of the Company. Further, it is expected that you to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive during the internship.

11. You will be responsible for safekeeping and return in good condition and order of all Company assets, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the costs of the same from you.

12. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising directly or indirectly from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your internship with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

13. Your continuance on this internship with the Company is subject to your remaining physically and mentally fit. You are expected to undergo medical examination as per the directions of the Company, if required unless prohibited under law.

14. The Company is an equal opportunities Company and has a detailed equal opportunities policy, a copy of which is available at our internal portal. You are required to read the policy and take all necessary steps to ensure that it is properly observed. Failure to comply with the terms of the policy may result in disciplinary action and, in serious cases, termination of internship.

15. Data Protection: You shall at all times be under a duty to provide and update the Company with your personal particulars, including but not limited to residential address, residential telephone number, mobile phone number, identity card number, driving license number, income tax reference number, name(s), date(s) of birth and contact details of spouse, next of kin, and children.

16. You consent to the Company monitoring and recording any use that you make of the Company's electronic communications systems for the purpose of ensuring that the Company's rules are being complied with and for legitimate

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business purposes. You shall comply with any electronic communication systems policies, if any, that the Company may issue from time to time.

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a) The Company reserves the right to search you or any of your property held on the Company's premises, at any time, if the Company believes that you are under the influence of alcohol or restricted drugs or carry a weapon, which could be hazardous to other occupants of the premises or if it believes that you may have committed a criminal offence.

b) The Company may take assistance of the local government agencies or any other authorized agency for conducting the necessary search as stated above.

c) If you refuse to comply with the Company's search procedure, such refusal will be treated as misconduct and will entitle the Company to take disciplinary action.

d) If you use your personal laptop or phone for office purposes, the Company has the right to inspect, take a back-up of the data, and/or submit the laptop and/or phone for forensic analysis on ground of any suspicion or misconduct.

18. Further, during the period of your internship with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and Health and Safety policies and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your internship with HCL at any time without notice. Copy of such policies is accessible through **www.myhcl.com** or you can also contact your HR Partner.

19. You would be required to submit the below stated documents on the date of your reporting for your internship.
a) Qualification certificates

b) Date of birth certificate

c) Photographs – 7 no's

d) Copy of ID Card / Passport.

e) Proof of your education with <name of university>

f) Letter from University / College recommending you for internship for the period.

If all the above terms and conditions of internship are acceptable to you, please confirm your acceptance by signing and returning to us the duplicate of this Internship letter.

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Student's Name:

Signature:

Date:

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CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

February 20, 2020

ADDEPALLI VIJAYA BHARGAVI
3-80 HARIJANAWADA BHATLAPENUMARRU MOVVA KRISHNA (DT ANDHRA PRADESH 521138

Dear Bhargavi,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate Consultant"**, in our Bangalore center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate Consultant
Location	Bangalore
Start Date	On or before March 09, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,468
Annual Incentive Plan	Rs. 24,532
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rakesh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by February 27, 2020, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Sabu Thomas
Chief People Officer

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

February 20, 2020

Mr. Addepalli Vijaya Bhargavi

Designation: Associate Consultant

Start Date: On or before March 09, 2020

Band: A3

Work Location: Bangalore

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	58,868
Total Guaranteed Compensation	**350,468**
Annual Incentive Plan**	24,532
Total Targeted Cash	**375,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

Gmail DEPT EEE <geceeeplacementdata@gmail.com>

Fwd: Offer Letter for Technical Support Trainee_Sridivya

1 message

Sridivya G <sridivyagurivindapalli@gmail.com> 26 May 2023 at 16:37
To: "geceeeplacementdata@gmail.com" <geceeeplacementdata@gmail.com>

FYI

---------- Forwarded message ---------
From: **SriDevi - DeepijaTelecom HR** <hr@deepijatel.com>
Date: Mon, Jul 5, 2021, 1:50 PM
Subject: Offer Letter for Technical Support Trainee_Sridivya
To: sridivyagurivindapalli@gmail.com <sridivyagurivindapalli@gmail.com>
Cc: Deepak Agarwal <deepak@deepijatel.com>, Swati . <swati@deepijatel.com>

Dear Sridivya G.,

Greetings from Deepija Telecom Pvt Ltd.

We are glad to inform you that as you are selected for the post of **Technical Support Trainee** for **Hyderabad Location.** Kindly consider this as a formal offer & confirm your joining date. Please acknowledge this offer & give your acceptance to this mail.

S.No	Salary Components	Monthly	Annual
1	Basic	5,721	68,654
2	HRA	2,861	34,327
3	Conveyance	1,800	21,600
4	Other Allowance	1,385	16,620
5	Special Allowance	1,385	16,620
Gross Total		**13,152**	**157,822**
1	PF - Employer's Contribution	687	8,239
2	ESI- Employer's Contribution	465	5,578
Benefits Total		**1,151**	13,817
CTC		**14,303**	**171,638**
S.No	**Statutory Deductions**	**Monthly**	**Annual**
1	PF - Employee Contribution	687	8,239
2	ESI - Employee's Contribution	107	1,287
Deductions Total		**794**	9,526
Net Pay		**12,358**	**156,534**

At the time of joining you have to submit the following documents:

1. **3 photos**
2. **Education certificate photo copies**
3. **ID and Address proof (PAN & Aadhar)**
4. **Experience & Relieving Letter**
5. **3 Months Pay slips.**
6. **Bank Statement.**

Wish You All The Best.

Thanks & Regards,

Sri Devi. G
Assistant Manager - HR



Certified ISO 9001:2015 by TUV SUD
Branches: PAN India | Dubai | Ethiopia (Addis Ababa) | Kenya (Nairobi) | Lagos (Nigeria)
Website: www.deepijatel.com | Toll Free: 1800-102-3835 (DTEL) | Landline: 040 - 356161245| Mobile - 9502861238
Our Top Solutions : Call Center Software | IVR Solution | Predictive Dialer | Auto Dialers | IP-PBX | Voice Logger | Conference Solutions | Android App for Call Center

Date: 17 September 2021 Ref: HRD/TF/10173

Ms. Arpitha Gongati
Tripuranthakam,Bank street 3rd lane,D:No:1-322 Prakasam District
Andhrapradesh-523326

Subject: Offer of Employment

Dear **Arpitha,**

This is with respect to your application and the subsequent rounds of discussions you had with us. We are delighted to make you an offer as "**HR-Recruiter**" to join **Techno Facts Solutions Private Limited** (hereafter referred to as "Company"), Hyderabad, India, as per the below terms and conditions.

Your joining date will be on **12th July,2021**. You will be paid Gross Annual Salary of **Rs.1,20,000.00**(Rupees One Lakh Twenty Thousand Only)

Please refer to

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

employment We look forward to working

with you.

Warm regards,





Sravya Gaddam
Human Resources - Operations

90

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

February 20, 2020

Ms. CHOPPARA LAVANYA

10/465 AMBHETKAR BOMMA gudivada GUDIVADA KRISHNA A.P 521301

Dear Lavanya,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate Consultant"**, in our Bangalore center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate Consultant
Location	Bangalore
Start Date	On or before March 09, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,468
Annual Incentive Plan	Rs. 24,532
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B**.

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rakesh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by February 27, 2020, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Sabu Thomas
Chief People Officer

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

February 20, 2020

Ms.Choppara Lavanya

Designation: Associate Consultant

Band: A3

Start Date: On or before March 09, 2020

Work Location: Bangalore

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	58,868
Total Guaranteed Compensation	**350,468**
Annual Incentive Plan**	24,532
Total Targeted Cash	**375,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

16-264

(91)

(61)

T&AS GLOBAL

T&AS Designtech Services Pvt. Ltd.
Tel : +91-40-40177735/40177736
Website : www.tasengg.com

Dated:27/08/2021

To,
Mandharapu Bhavana,
Vijayawada, Andhra Pradesh

Sub: Offer Letter

Dear Bhavana,

This is with reference to the Virtual Interview held on **27th August 2021**, organized by **T&AS Designtech Services Private Limited, Hyderabad**; we are pleased to appoint you as **"Trainee Engineer"** in our organization on the following terms & conditions.

You are required to join us latest by **01st September 2021**, beyond which this offer stands cancelled unless otherwise either party communicates the said delay beforehand.

1. The training period will be for a period of three months from the date of your joining. On completion of your training period, subject to your performance the Company may offer you permanent employment.
2. During the training period you will be paid stipend of **INR 10,000/-** (Rupees Ten Thousand Only) per month.
3. After completion of training period your detailed appointment letter will be issued with the pay scale discussed and agreed at the time of interview.
4. Your employment will be governed by the service rules of the company in force from time to time. You will abide to the rules and regulation of the company, which can be changed as deemed fit by the management.
5. The organization views compensation details to be highly confidential and the same is expected from you.
6. You are required to submit following documents to fulfill pre joining formalities on or before **01st September 2021**
    a. 4 Passport Size Photos
    b. Photo copy of ID Proof and Residence Proof self (Aadhar Card, Pan Card), parents Aadhar card xerox copies.
    c. Photo copy of academic certificates – 10th to Highest qualification
    d. Resignation Acceptance letter of previous employment if applicable
    e. Previous Employment proofs (Experience letter, relieving letter) if applicable
    f. Last 3 Months pay slips and bank statement if applicable

We are very happy to have you join our growing team and look forward to a long and mutually beneficial association. If this employment offer is acceptable to you, please sign a copy of this letter and return it to us by **30th August, 2021**.

Warm Regards,
For T&AS Designtech Services Pvt. Ltd.

Rahul

Rahul Reddy Alledhulla
HR Manager

I accept the above mentioned employment offer and acknowledge receiving a copy of the same.

Signature & Date_____

(92)

(62)

16-21

Offer: Computer Consultancy
Ref: TCSL/CT20203552866/Bangalore
Date: 16/08/2021

Ms. Divya Katuri
16/387-B1,
Pamarru road, Opp Sai Baba Temple,
Gudivada-521301,
Andhra Pradesh.
Tel# -

Dear Divya Katuri,

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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `**14,784/-** per month.

(93)

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Navigate your next

HRD/1000540728/20-21

December 23, 2020

Mr.Bade Harsha Vardhan
1-403 old lic road ,Avanigadda,
Avanigadda,Krishna
A.P-521165
India

Dear Bade Harsha Vardhan

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-Jan-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.

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr Bade Harsha Vardhan
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 onthly 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

Infosys
Navigate your next

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr Bade Harsha Vardhan
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 onthly 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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APPOINTMENT LETTER

January 25, 2022

Dear CHALLA JAGADEESH,

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 VI. 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**

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 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th 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.

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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I CHALLA JAGADEESH, 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;

b. processing my job application including background verification checks;

c. 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: CHALLA JAGADEESH

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
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**

*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.

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.

ANNEXURE – IV

17-5-237

Offer: Computer Consultancy
Ref: TCSL/CT20182473858/Kolkata
Date: 17/12/2021

Mr. Siva Naga Raja Pakalapati
4-69/1,
Vekanuru,
Avanigadda-521121,
Andhra Pradesh.
Tel# -

Dear Siva Naga Raja Pakalapati,

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/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

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INTERNAL COMMUNICATION

GMR Infrastructure Limited

Corporate Office:
New Udaan Bhawan, Ground Floor
Opp. Terminal-3, IGI Airport
New Delhi-110037,India
CIN L45203MH1996PLC281138
T +9111 47197001
F +9111 47197181

To,

Bandaru nagasri,

From,

G V Rao,

Senior Manager (HR Recruitment Freshers),

Dear Nagasri,

This mail is to inform you that , under internal reference policy by top management executives(K S Krishna Kaushik AGM, we are pleased to inform you are being offered role of JUNIOR SOFTWARE ENGINEER, Hyderabad.

If you accept the offer, DOJ shall be informed soon, in accordance with the relevant restrictions on the workforce due to COVID 19.

Your CTC shall be as follows

Basic	25,000.00
DA	5,000.00
Conveyance	4,000.00
Starting bonus	10,000.00

Total CTC -Rs 95,000 (Thirty Eight Thousands) subjected to terms.

Your place work shall be at GMR HSR, but prior to joining you will have formal training. Your appointment stands validated only with evaluating performance in training.

Reporting time will be exact 10 days from date of receipt of next mail(Company shall pay you for transport upon submission of bills, other terms and conditions shall be informed on mail of appointed day.

Regards,

G V Rao.

June 10th 2021

Registered Office:
Naman Centre, 7th Floor
Opp. Dena Bank, Plot No. C-31
G Block, Bandra Kurla Complex
Bandra(East), Mumbai
Maharashtra, India-400051

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CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

February 20, 2020

Mr. SARAKANAM RAGHU

1-580 HOUSING BOARD COLONY RAJAHMUNDRY RAJANAGARAM East Godavari (DT), ANDHRA PRADESH 533106

Dear Raghu,

On behalf of Allstate Solutions Pvt. Ltd., ("The Company" or "ASPL") it is my pleasure to offer employment to you as **"Associate Consultant"**, in our Bangalore center. We extend this offer, and the opportunity it represents, with great confidence in your abilities. You made a very favorable impression with everyone you met and we are excited with the prospect of your joining our company.

This offer letter and your employment with the Company are subject to your executing on the joining date, ASPL's detailed employment agreement ("Employment Agreement") containing the terms of your employment. Your employment with the Company will commence only on the execution of the Employment Agreement and in accordance with the terms and conditions set out therein.

The broad terms of the offer are as follows:

Designation	Associate Consultant
Location	Bangalore
Start Date	On or before March 09, 2020
Probation	6 months from Start Date
Notice Period	60 Calendar Days

Annualized Salary and Benefits:

Total Guaranteed Cash ("TGC")	Rs. 350,468
Annual Incentive Plan	Rs. 24,532
Target Total Cash("TTC")	Rs. 375,000

Reference **Annexure A** for detailed salary break up and highlights of benefit schemes.

Besides Total Guaranteed Cash, you will be eligible to participate in the ASPL Annual Incentive Plan (AAIP), subject to the terms applicable to that plan from time to time. Determination and award of payments from the AAIP Plan is generally made soon after the end of each financial year and award amounts factor individual and AAIP performance in the plan year. While there is no guaranteed minimum award, the current target incentive amount for you under the plan is 7.0% of your TGC; the maximum incentive amount for you under the plan is 10.5% of your TGC. You will be entitled to participate in the AAIP provided you remain as an employee in good standing, you have not given notice of your resignation from employment with the Company, or had your employment terminated by the Company for gross misconduct, gross negligence or in other circumstances justifying summary dismissals at the date on which you actually receive an award or payment. For the first year of service the Annual Incentive will be calculated on a prorated basis. However a minimum of 3 months of service, inclusive of the probation period, in the Company, is required for the payment of Annual Incentive.

You will also be eligible to participate in competitive benefit plans for ASPL employees. These may include various insurances packages and other benefits as outlined in the employee related policies of the Company. The terms of these schemes/ policies may be changed from time to time, or be withdrawn by the Company at any time.

Your individual remuneration is purely a matter between yourself and the Company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

As stated above, you will be on probation for a period of six (6) months from the Start Date and your probation period may be extended at the sole discretion of ASPL. ASPL shall be at liberty to terminate your employment during such probation period without notice or cause or compensation there of.

Subject to the provisions contained in this offer, your services are terminable by the company by giving two months of notice or gross salary in lieu thereof. In the event you terminate your services, you are required to provide the Company with two (2) months notice which shall not be compensated by payment in lieu there off. No notice of resignation will be effective if given during a period of leave of absence from the Company. In the event you have issued to the Company a notice of termination of employment, and avail of any leave during the notice period, the notice period shall stand extended by such number of days that you have been on leave.

You will abide by the Rules and Regulations of the Company and the Company shall have the right to vary or modify any or all of the above terms and conditions in service which shall be binding on you.

Any act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty, or incompetence in the discharge of duty on your part or the breach of any of the terms, conditions and stipulations contained herein will render you liable to termination of your employment without notice or compensation thereof.

This offer and the employment with ASPL are subject to:

a. Successful completion of a background check, including, education, employment reference and compensation history, to the satisfaction of ASPL

b. ASPL being able to verify, to its satisfaction, the personal information you have provided to ASPL, including such information set out in the employment application form. For the purposes of this Offer, you provide your express consent for collection or use of any data or information of a sensitive nature including medical reports and records in accordance with **Annexure B.**

Where, either before or after the Start Date, it comes to the knowledge of ASPL that the information you have provided or representations you have made (including but not limited to information provided in the employment application) involve any material misstatement/misrepresentation of a fact or condition, or an omission to state any relevant fact or condition either related to you or to the position you are hereby appointed to, or should the background check reveal information, which, in the sole opinion of ASPL, if available to ASPL prior to this offer, would have led to ASPL not making an offer of employment, ASPL shall have, at its option, the right (a) prior to the Start Date, to void this offer; and (b) on or after the Start Date, to terminate your employment without notice or pay in lieu of notice.

You consent to ASPL conducting the background check as aforesaid, either by itself or through a third party and for this purpose acknowledge and understand that ASPL or such third party would be contacting any person from whom it believes the information

can be verified. If we have not received the final results of your background check before your Start Date, you agree to begin your employment with ASPL on the designated start date pending completion of the background check. We reserve the right to end our employment agreement with you if you do not meet the requirements of the investigation process or the results of your background investigation are not successful in our judgment.

On joining ASPL you will be required to complete all the joining formalities and sign the Employment Agreement which includes intellectual property and confidentiality provisions. You will also be required to read and abide by the compliance and ethics program of ASPL, which will be provided to you on joining the organization.

Rakesh, we look forward to welcoming you to Allstate Solutions Private Limited and wish you a successful career with the Company.

It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. Kindly send the duly signed copy of the duplicate offer document to the undersigned, as a sign of your acceptance of the offer, along with the photocopies of all your credentials (See **Annexure C** for details), latest by February 27, 2020, failing which the offer shall stand withdrawn.

Sincerely,
Allstate Solutions Private Limited

Sabu Thomas
Chief People Officer

Acceptance:

I, ... agree to accept employment on the above-mentioned terms and conditions. I'll report for duty on or before .....

Date _____ Signature: _____

Enclosure: Annexure A: Salary breaks up and highlights of benefit schemes
: Annexure B: Policy on Information Security
: Annexure C: List of Documents

CIN Number U74900KA2012FTC064201

Allstate | Solutions Private Limited

Annexure A

February 20, 2020

Mr. Sarakanam Raghu

Designation: Associate Consultant

Band: A3

Start Date: On or before March 09, 2020

Work Location: Bangalore

Compensation and Benefits:

Total Targeted Cash	INR.375,000/-

Breakup- Total Guaranteed Cash	
Components	**Annual(INR)**
Basic	180,000
House Rent Allowance	90,000
Provident Fund (Employer Contribution)	21,600
Flexi Benefit Plan*	58,868
Total Guaranteed Compensation	**350,468**
Annual Incentive Plan**	24,532
Total Targeted Cash	**375,000**

Other Benefits / Perquisites		
Gratuity	8,658	As per the Gratuity Act. Since this is not a perquisite, either the title can be only other benefit, or we create one more category
Free Transportation	72,000	Not a Reimbursement
Medical Insurance, GAI and GTLI	27,000	Not a Reimbursement – (Average Premium)
Certification Reimbursement	30,000	Applicable as per the Policy

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182469295/Hyderabad
Date: 10/03/2021

Mr.Gugulothu Sairam
1-19 Kummarikontla,
Konduru,
Krishna-521227,
Andhra Pradesh.
Tel# 91-9388866789

Dear Gugulothu Sairam,

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.

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	Gugulothu Sairam
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
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
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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/CT20185986324/Hyderabad
Date: 10/03/2021

Mr. BORRA GOWTHAM
18/352, SUKARLABAD CHURCH ROAD,
Machilipatnam, krishna,
ANDHRA PRADESH - 521001.

Dear BORRA GOWTHAM,

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.

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

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**BORRA GOWTHAM**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
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
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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

Offer: Computer Consultancy
Ref: TCSL/CT20185762489/Hyderabad
Date: 10/03/2021

Ms. EDE MADHAVI LATHA
5-3, vanapamula(Post),
Pedaparupudi(M), krishna,

ANDHRA PRADESH - 521031.

Dear EDE MADHAVI LATHA,

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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GROSS SALARY SHEET **Annexure 1**

Name	**EDE MADHAVI LATHA**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
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Component Category	Monthly	Annual
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GROSS BOUQUET OF BENEFITS	7,646	91,752

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

Offer: Computer Consultancy
Ref: TCSL/CT20188624984/Hyderabad
Date: 10/03/2021

Mr. KURRA VAMSI
2-10, NAIDU PALEM,
MUNDLAMURU, PRAKASAM,
ANDHRA PRADESH - 523265.

Dear KURRA VAMSI,

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.

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GROSS SALARY SHEET **Annexure 1**

Name	**KURRA VAMSI**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
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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.

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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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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

Offer: Computer Consultancy
Ref: TCSL/CT20186548952/Hyderabad
Date: 10/03/2021

Ms. PADIGA REVATHI
ARTHAMURU,
BANTUMILLI, KRISHNA,
ANDHRA PRADESH - 521369.

Dear PADIGA REVATHI,

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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GROSS SALARY SHEET **Annexure 1**

Name	**PADIGA REVATHI**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
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Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
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Offer: Computer Consultancy
Ref: TCSL/CT20184143682/Hyderabad
Date: 10/03/2021

Mr. SANGATI VENKATA NAVEEN REDDY
1/61, LINGAREDDY PALLI,
KOTTAPALLI, KANIGIRI,
PRAKASAM,
ANDHRA PRADESH 523230.

Dear SANGATI VENKATA NAVEEN REDDY,

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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GROSS SALARY SHEET **Annexure 1**

Name	**SANGATI VENKATA NAVEEN REDDY**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
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Health Insurance***	NA	7,900
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Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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OFFER CUM APPOINTMENT LETTER

Ashok Babu Bonthagorla
D.No:3-332,Burlavaripalem,
Chirala,Prakasam(Dt),
Andhra Pradesh
IN

Dear Ashok Babu Bonthagorla,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **07-Mar-2022**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Quality Specialist**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related

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requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.**343,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees'

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You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

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OFFER CUM APPOINTMENT LETTER

Cheekati Chaitanya Pavan Krishna
D.No:1-42,Panchyati Road,Thummagudem Post,
Chatrai,Krishna (Dt),
Andhra Pradesh
IN

Dear Cheekati Chaitanya Pavan Krishna,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **07-Mar-2022**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

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further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Quality Specialist**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related

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requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.**343,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer`s and the employee`s provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

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You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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OFFER CUM APPOINTMENT LETTER

Golla Doni
D.No:10/154C2,Rajendra Nagar,Gudivada,
Krishna(Dt),
Andhra Pradesh.
IN

Dear Golla Doni,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **07-Mar-2022**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

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For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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OFFER CUM APPOINTMENT LETTER

Maddireddy Chandrasekhara Reddy
D.No:3-38,Near Post office,Chatrai,
Krishna(Dt),
Andhra Pradesh.
IN

Dear Maddireddy Chandrasekhara Reddy,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

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For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

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OFFER CUM APPOINTMENT LETTER

Pinninti Kanaka Raju
D.No:18-290,Machilipatnam,
Krishna(Dt),
Andhra Pradesh-521001
IN

Dear Pinninti Kanaka Raju,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

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For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

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OFFER CUM APPOINTMENT LETTER

Shaheed Khan
D.No:1-193,Akulamannadu,Guduru,
Krishna(Dt)
Andhra Pradesh-521366
IN

Dear Shaheed khan,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

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further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Quality Specialist**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

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3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

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For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

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OFFER CUM APPOINTMENT LETTER

Yanna Mahendra Kumar
D.No:3-6A,Chiruvolu,Mopidevi,
Krishna(Dt),
Andhra Pradesh-521125
IN

Dear Yenna Mahendra kumar,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

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Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

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For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

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OFFER CUM APPOINTMENT LETTER

Goli Venkata Siva Kumar
D.No:4-92,Rayavaram,Gududru,
Krishna(dt),
Andhra Pradesh-521162.
IN

Dear Goli Venkata Siva Kumar,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

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For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

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OFFER CUM APPOINTMENT LETTER

Sodabathina Priyanka
D.No:2-12, Temple street, Pedaparupudi,
Krishna(Dt),
Andhra Pradesh-521321
IN

Dear Sodabathina Priyanka,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

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For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

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OFFER CUM APPOINTMENT LETTER

Ravuri Chinna Naga Venkata Sai Kumar,
D.No:61-3/2,Balaji Nagar,3rd line,Krishna lanka,Vijayawada,
Krishna(Dt),
Andhra Pradesh-520013.
IN

Dear Ravuri Chinna Naga Venkata Sai Kumar,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Quality Specialist** at **Hyderabad**, India.

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Your employment with Amazon India will commence on **07-Mar-2022**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

3.1 You will be employed in the position of **Quality Specialist**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.

3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.

3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.

3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related

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requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's facility in Hyderabad. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

6. Remuneration

6.1 Your Annual Base Pay will be Rs.**343,000** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.

6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.

7. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees'

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amazon | Development Centre India

You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by:YATINDRA SHARMA
Date: 2022.02.23 08:34:38 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

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INTERNAL COMMUNICATION

GMR Infrastructure Limited

Corporate Office:
New Udaan Bhawan, Ground Floor
Opp. Terminal-3, IGI Airport
New Delhi-110037,India
CIN L45203MH1996PLC281138
T +9111 47197001
F +9111 47197181

To,

Cherukuri Bhavana Lakshmi Sasanjali,

From,

G V Rao,

Senior Manager (HR Recruitment Freshers).

Dear Sasanjali,

This mail is to inform you that , under internal reference policy by top management executives(K S Krishna Kaushik AGM, we are pleased to inform you are being offered role of JUNIOR SOFTWARE ENGINEER, Hyderabad.

If you accept the offer, DOJ shall be intimated soon, in accordance with government restrictions on the workforce due to COVID 19.

Your CTC shall be as follows

Basic	28,000.00
DA	6,000.00
Conveyance	4,000.00
Starting bonus	10,000.00

Total CTC Rs 38,000 (Thirty Eight Thousands) subjected to taxes.

Your place work shall be at GMR HIAL, but prior to joining you will have formal training. Your appointment stands validated only with evaluating performance in training.

Reporting time will be exact 10 days from date of receipt of next mail.Company shall pay you for transport upon submission of bills, other terms and conditions shall be informed on mail of appointed day.

Regards,

G V Rao.

June 10th 2021

Registered Office:
Naman Centre, 7th Floor
Opp. Dena Bank, Plot No. C-31
G Block, Bandra Kurla Complex
Bandra(East), Mumbai
Maharashtra, India-400051

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To,

Goriparthi Pushkarini,

From,

G V Rao,

Senior Manager (HR Recruitment Freshers).

Dear Pushkarini,

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To,

Yandrapu Vijaya Krishna,

From,

G V Rao,

Senior Manager (HR Recruitment Freshers).

Dear Krishna,

This mail is to inform you that , under internal reference policy by top management executives(K S Krishna Kaushik AGM, we are pleased to inform you are being offered role of JUNIOR SOFTWARE ENGINEER, Hyderabad.

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To,

Shaik Suleman,

From,

G V Rao,

Senior Manager (HR Recruitment Freshers).

Dear Suleman

This mail is to inform you that , under internal reference policy by top management executives(K S Krishna Kaushik AGM, we are pleased to inform you are being offered role of JUNIOR SOFTWARE ENGINEER, Hyderabad.

If you accept the offer, DOJ shall be intimated soon, in accordance with government restrictions on the workforce due to COVID 19.

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KPIT

Date: 25th Mar 2020

Dear MADUPALLI RUCHITHA,

Heartiest Congratulations!
You have successfully completed your ab-initio Genesis training program, conducted by KPIT.

Hence, we would like to offer the following Role, Designation and Grade to you.

Role: Trainee with stipend
Designation: Trainee with stipend
Grade: A

Additionally, KPIT is extremely happy to announce an individual one-time bonus of INR 50,000/- to you and your Genesis batch-mates who have completed the mandatory Genesis assessments. Most of you have passed the Genesis assessments with flying colours.

Commencing 04 Apr 2020, you are expected to join KPIT's Internship Program (online / offline / hybrid mode) for a duration of two to three months. During this time, you shall be aligned with experts from specific Practices (Departments / Verticals) at KPIT. If required, you may be requested to physically attend office (subject to the Covid-19 norms declared by the respective Governments and policies of KPIT issued from time to time). Moreover, few training modules have been slotted for some of you, to further make you industry-ready.

During this internship, you shall be paid a monthly stipend of INR 15,000/-, which will be paid to you at the end of each month. The above one-time bonus of INR 50,000/- will be payable to you alongwith the first stipend of your internship programme on 30 Apr 2020.

Absence, if any, from the internship programme will have to be approved by the competent authority. We fully understand that some of you may be required to take leave for your end-semester exams and preparation for the same. No stipend will be payable for the duration of your absence from the internship programme.

Total rewards / compensation upon confirmation as Full Time Employee (FTE):

- Upon successful completion of your Internship program, you shall be eligible to join KPIT as a Full-Time Employee (FTE) of KPIT; and be eligible to work on industry projects. As an FTE, your total target compensation, including all benefits would be INR 4,00,000/- (Four lac) per annum (p.a.).
- You will be eligible for medical insurance of INR 6 lac p.a. for self, spouse and children, which is fully sponsored by company. You can also take additional medical insurance upto INR 20 lac p.a. on nominal payment basis. You can add your parents and in-laws also for medical insurance on payment basis, the premium of which is almost half than what you get in the market. Moreover, you can pay this additional premium in six instalments.
- You will be eligible for term life insurance of INR 11 lac and personal accident insurance of INR 20 lac to cater for any unforeseen/unfortunate mishaps.
- You will also be eligible for 21 days annual leave and additional 10 days annual holidays as per our holiday calendar.
- You will have an annual vacation from 25 Dec to 01 Jan, every year in which all our offices are closed, so that you can plan your travel or pursue your passions and interest.
- You can pursue your Masters from Coventry University, UK. KPIT will sponsor 50% of your tuition fee.

Please note, that your joining as an FTE, would commence only upon your submission of the final mark-sheet of your academic programme. Please note that your selection and joining at KPIT will stand cancelled in the event of your failure in your pen- ultimate / final semester examinations of your ongoing academic degree programme.

KPIT

We want to provide you the best of learning and growth in our endeavour to make KPIT the "Best Place to Grow". This is reflected in our compensation package as you grow in your journey with KPIT.

Salary upon completion of one year: Almost all of you would move to Grade B upon completion of one year with us (except a few poor performance cases) and your salary would be INR 4.5 lac to INR 5 lac p.a. (based on your performance, and policies of KPIT).

Salary upon completion of the bond of two years: On completion of the bond-duration, your salary would be INR 7 lac p.a. to INR 8 lac p.a. (based on your performance, and policies of KPIT)

Promotion to Grade C: We are in the midst of industry-leading growth; and all high performers can expect promotion to Grade C after 1 to 1.5 years in Grade B (total KPIT experience of 2 to 2.5 years) in which case, your salary would be INR 10.5 lac to INR 11.5 lac (based on your performance, and policies of KPIT).

Promotion to Grade D: For all high performers, promotion to Grade D would be after 1 to 1.5 years in Grade C (total KPIT experience of 3 to 4 years) in which case, your salary would be INR 12.5 lac to INR 13.5 lac p.a.

Bond. Upon joining KPIT on 04 Apr 2020, you are required to sign a bond of two years. In the event of you breaching the bond, there will be a penalty of INR 2,00,000/- (Two lac only) payable to KPIT in lieu of the training costs incurred for you. If there is some additional specialized technology training in future, there will be a separate additional bond for that training. The detailed terms and conditions are given in the agreement.

Kindly confirm your acceptance latest by 23:59 hrs on 29 Mar 2020 (Indian Standard Time). Beyond this date, this offer is considered null and void.

Acceptance of this Offer letter implies that you acknowledge that you are willing to sign the bond at the time of joining KPIT on 04 Apr 2020.

Note: Your internship and employment with KPIT shall be subject to the rules, regulations, policies issued by KPIT from time to time and shall be subject to the sole discretion of KPIT. In event of any breach or misrepresentation, fraud, illegal act or omission, KPIT reserves all rights and remedies available to it under law and equity.

Arbitration: Any dispute concerning the subject matter of internship, employment or confidentiality or the breach, termination or validity thereof, which shall include but not limited to issue as to the interpretation, operation, or effect of any clause contained in it or any other difference arising (a 'Dispute') shall be first attempted to be settled mutually, failing in which, the dispute shall be referred to the Sole Arbitrator to be appointed mutually as per the provisions of the Arbitration and Conciliation Act 1996. The place of arbitration shall be city of Pune, Maharashtra. The language of proceedings shall be English. The dispute shall be subject to and governed by the laws prevalent in India.

Working Hours

- Your working hours are governed by applicable law.

Mobility

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites on the terms and conditions as applicable to you at the time of transfer.

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- You will be eligible for paid Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. Earned leaves need to be utilized on month basis and it cannot be credit forward.

Holidays

- You are entitled to Public Holidays applicable in India every year.

KPIT

Confidentiality Agreement

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients.

KPIT Code of Conduct

- You are required to sign the KPITs Code of Conduct and follow the same in your day-today conduct as an intern of KPIT.

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- KPIT gives you a platform for new ideas and a lot of innovation is fostered here.
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The Dhoom Club

- Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously! Dhoom caters to a wide variety of interests - **sports, music, photography, art, theatre, treks.** Get ready to showcase your talent even at Work!

Corporate Social Responsibility (CSR)

- Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.
- **Few of our CSR Initiatives:**
  - Chhote Scientists
  - Water Conservation through mass volunteering
  - Reforestation Program
  - Meet the Social Legends

A new assignment, workplace and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

Yours Sincerely,
For: KPIT Technologies Limited

Rahul Uplap
Associate Vice President
Global Head - Education & Competency Development (ECoDe)

KPIT

Date: 25th Mar 2020

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Yours Sincerely,
For: KPIT Technologies Limited

Rahul Uplap
Associate Vice President
Global Head - Education & Competency Development (ECoDe)

KPIT Technologies Limited
Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan, Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

O +91 20 6770 6000
E info@kpit.com
W kpit.com

APPOINTMENT LETTER

January 25, 2022

Dear Velivolu Sai Mahesh,

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 VI. 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:

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

I Velivolu Sai Mahesh, 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;

b. processing my job application including background verification checks;

c. 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: Velivolu Sai Mahesh

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
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**

*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.

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.

ANNEXURE – IV

16-302

Offer: Computer Consultancy
Ref: TCSL/DT20218547539/Lucknow
Date: 16/12/2021

Mr. Phaniraju Akula
1-91Lellagaruvu,
Guduru,
Krishna-521366,
Andhra Pradesh.
Tel# -

Dear Phaniraju Akula,

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.

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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.

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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.

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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.

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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 recommended 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.

3. **Training Period**

   You will be required to undergo class room and on the job training in the first twelve

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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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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*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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees 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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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

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Phaniraju Akula**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

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10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(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.

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16-303

Infosys
Navigate your next

HRD/3T/1004070463/21-22

March 29, 2022

Mr. Akunuri Ananth Kumar
No. 2-37/,
Jujjavaram
Pamarru-521156
India

Ph: +91-7601067983

Dear Akunuri,

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: 2022.03.29 14:30:38 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
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www.infosys.com

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March 29, 2022

Mr. Akunuri Ananth Kumar
No. 2-37/,
Jujjavaram
Pamarru-521156
India

Ph: +91-7601067983

Dear Akunuri,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"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" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **11-Apr-2022.**

Location

Your location for employment is **MYSORE, India** .
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 Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company' s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / 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 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) 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.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months 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.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

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 and Annexure - II 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.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

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

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.03.29 14:30:38 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

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ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Akunuri Ananth 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

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ANNEXURE - II

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Akunuri Ananth 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
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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

16-304

SURYODAYA INFRA PROJECTS (I) PVT. LTD.

Date: 31-12-2021.

To,
M/s. A. Viraja Syama Naga sai,
4-35/1, Main Road,
Bantumilli, Krishna (Dt.)
Andra Pradesh -521324
7989802534.
Viraja.ambatapudi@gmail.com.

Dear **M/s. A. Viraja Syama Naga sai,**

We are pleased to Confirm that you as an **Engineer** in our organization on successful completion of your Training period as a GET subject to the following terms and conditions w.e.f 01-12-2021.

Your remuneration shall be Rs. **20,000**/- (Rupees Twenty Thousand only) per month with Food and transportation in the scope of company.

You are expected to keep your remuneration details as confidential.

You will be required to comply with all such rules and regulations as the Company may frame from time to time.

Your position shall be transferable to anywhere as per the requirement of the company.

The appointment is terminable on one-month notice or payment of salary in lieu thereof on either side. Incentives if any shall be performance based.

Thanking you,
Yours sincerely,
For M/s Suryodaya Infra Projects (I) Pvt Ltd,

SURYODAYA INFRA PROJECTS (I) PVT. LTD. HYDERABAD

Manager

Received and accepted the appoint letter A. V. S. N. Sai

16-304

STRICTLY PERSONAL

Name: A EC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. A.V. Syam Nagar Sai.

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM.**

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training.** It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-305

Offer: Computer Consultancy
Ref: TCSL/DT20219349272/Lucknow
Date: 14/01/2022

Mr. Amit Kumar Singh
D.No:205Lakshman Nagar Colony,
Near Vrkm,
Vijayawada-521165,
Andhra Pradesh.
Tel# 91-8555864377

Dear Amit Kumar Singh,

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.

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TATA

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.

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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.

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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.

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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 recommended 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.

3. **Training Period**

   You will be required to undergo class room and on the job training in the first twelve

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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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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*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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees 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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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

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GROSS SALARY SHEET

Annexure 1

Name	Amit Kumar Singh
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TCSI /DT20219349272
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Annexure 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

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TATA



10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(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.

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16-306

06-06-2020

NSC/HR/AO/2019

MR.AMPOLU RAMESH,
H.NO.1-192, BODDAPADU, JALUMURU MANDAL,
SRIKAKULAM, ANDHRA PRADESH.-532421.

Cyint

Dear Mr.AMPOLU RAMESH,

AFP

Sub: Appointment Letter

With reference to your application and subsequent interview, we are pleased to appoint you as **"Graduate Engineer Trainee"** in our organization.

The terms and conditions of your employment will be the following:

REMUNERATION:

We will offer you a gross salary of INR 11,500 per month (INR 1.38 lacs per annum), paid in arrears by your choice of cheque or direct deposit.

The salary will be subject to deductions for taxes and other contributions as required by the Indian Labour Law. Specifically, we will deduct 12% of the base salary as the contribution towards Provident Fund ("PF"), and 0.75% from your gross salary as the contribution towards ESI along with any applicable Income Taxes, with NSC contributing a similar percentage of Employer Contribution to PF & ESI.

Bonus will be eligible after completion of your Training period (1 Year), following an assessment of your performance by the Directors. The bonus amount to be paid will be left to the discretion of the Directors.

Gratuity will be effective after completion of your Training period (1 Year) accordance with the Payment of Gratuity Act 1972.

You will also be provided with lunch and mid-meal refreshments at NSC's canteen, at the cost of the Company.

nucleus

iv. You shall observe secrecy and shall neither during the tenure of your services nor after superannuation /separation divulge and/or disclose either directly or indirectly to any person / firm / company any information or documents which comes to your attention / knowledge in the course of your employment and you shall strictly adhere to this "confidentiality clause".

v. The company shall be at liberty to terminate your employment without any notice or compensation if, any time during the period of employment if you are found guilty of any act of disobedience, indiscipline, insubordination, incivility, insobriety, unauthorized absence, dishonesty, fraud or any other serious misconduct or neglect or incompetence in the discharge of your duties or breach of any stipulation in this appointment letter or company's norms or if you become incapacitated or are adjudged insolvent beyond compound with your creditors.

vi. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge

vii. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

viii. In the event that you fail to attend to your duties for a period of 10 (ten) consecutive days, without any valid reason or without prior approval of the management, the company shall be entitled to terminate your employment without notice or compensation.

ix. Grant of earned leave will depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you will have to apply in the prescribed from to the appropriate authority and seek prior approval for such leave

x. Similarly, for extension of leave, an application will have to be made in writing before the expiry of the leave originally sanctioned. While making such application you will state your address during the leave period. Mere submission of application will not mean that the leave has been sanctioned.

xi. That for the purpose of clauses. (vi), (v) and (vii), the company's opinion as to whether any of the events mentioned therein have occurred shall be final and binding and you shall not be entitled to question the same on any ground.

xii. Due to the nature of our industry, business and market, after your separation from the company, you will not join an assignment (for a period of one year) with a firm that is in direct competition with us or whose conflict of interests with us leads to an unfair disadvantage for us due to your knowledge of our processes and business secrets.

6. RETIREMENT:

You shall retire from the services of the company on your attaining the age of 58 (fifty-eight) years. At its discretion, the company may extend your services beyond the above age. As per your statement, your Date of Birth is 30-06-1999.

Please signify your acceptance of the terms and conditions stipulated above by signing on the duplicate copy of this letter.

Thanking you,

For Nucleus Satellite Communications (M) Pvt. Ltd.

NUCLEUS SATELLITE COMMUNICATIONS (MADRAS) PVT. LTD. nucleus

Karthikeyan P
Manager -HR

16-307

Gmail Sai Trinadh <trinadh777@gmail.com>

Offer Letter _ Graduate Engineer Trainee - Industrial Engineer

Ramanarayana Y <ramanarayana.y@bhartiya.com> Fri, Feb 11, 2022 at 4:10 PM

To: "trinadh777@gmail.com" <trinadh777@gmail.com>
Cc: Shyamsundar V <shyamsundar.y@bhartiya.com>, Jeoffrey Pongasi <jeoffrey.pongasi@bhartiya.com>, Imthiyas <imthiyas@bhartiya.com>

Hi Mr. Sai Trinadh ,

Greetings from **Bhartiya International Ltd - Tada.**

Further to your application & subsequent discussions you had with us, we are pleased to offer you the position of "**Graduate Engineer Trainee – Industrial Engineer**" at our TADA Plant on mutually agreed terms & conditions.
You are requested to join with us on or before **14th February 2022.** You will be entitled to a fixed monthly Gross compensation of **Rs.15000/- (Fifteen Thousand only)** Per Month.
You are expected to submit the following documents in support of your salary, education qualification & experience on or before your joining.

1. Ten No's. of Passport size Photos. (White Background)
2. Copies of Certificate of Experience.
3. Copy of 10th & 12th Mark sheets, Graduate and Post graduate Certificate.
4. Copy of ID proof / Address proof.
5. Copy of Previous Employer's Salary / TDS Certificate.
6. Copy of Indian Bank / SBI passbook.
7. Copy of Police Verification letter (NOC).
8. Copy of Covid Vaccination Certificate.
9. Blood Group and Dental test report.

Please acknowledge the receipt of this mail as a token of your acceptance of this offer.

We welcome you to BIL-Tada Family.

With Best Regards
Ramanarayana Y
HRD
Think Green: Save Paper, Save Trees

16-314

Offer: Computer Consultancy
Ref: TCSL/DT20219165917/Lucknow
Date: 16/12/2021

Mr. Vikram Prasad Batchu
2-27, Near Ramalayam, Modumudi(Village), Avanigadda(Mandal),Krishna, Andhrapradesh,521121,
Modumudi,
Avanigadda-521121,
Andhra Pradesh.
Tel# -

Dear Vikram Prasad Batchu,

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.

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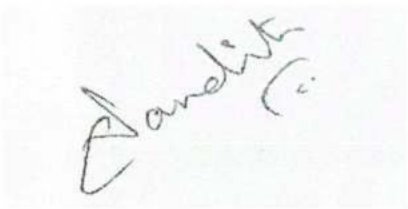
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Vikram Prasad Batchu**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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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)

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Leave Travel Assistance	1,232	14,784
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STRICTLY PERSONAL

16-316

Name: AEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. B. Joseph Daniel.

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM.**

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

KPIT

16-318

Offer Letter and Terms of Employment
Date: 18.06.2021

Dear **Chandu Naga Sai Sri Boddeda,**

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process.

- Role: **Trainee**
- Designation: **Trainee**
- Grade: **A**

Your Total Target Compensation including all benefits will be Rs. 3,60,000/- (Three Lakh Sixty Thousand) per annum; upon Successful Completion of KPIT Elective (If Applicable). Annexure A provides a detailed break-up of the compensation package.

You shall be governed by the terms and conditions of service during your employment with KPIT as per existing policies and those that may be amended from time to time.

Kindly confirm your acceptance through the system generated email within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to a positive background check and in case the background check comes out negative, company reserves the right to terminate your services with immediate effect.

You will be eligible for Gratuity, Mediclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

Yours Sincerely,
For: KPIT Technologies Limited

Rahul Uplap
Associate Vice President
Global Head - Education & Competency Development (ECoDe)

KPIT

COMPENSATION & BENEFITS

The details of your compensation and benefits are given below:

Basic Salary

- Your Basic Salary will be **INR 16,500/-** per month.

House Rent Allowance

- Your HRA will be **INR 5,493/-** per month.

Monthly Bonus

- You will be eligible for monthly bonus of **INR 3,300/-**.

Employer's contribution to 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 KPIT will contribute 12% of your basic salary every month towards Provident Fund, as per the provisions of the said Act
- You are required to submit your Universal Account Number (UAN), if any, issued by your previous employer on the Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account

Total Targeted Compensation (TTC)

- TTC is the sum of all components namely - Basic Salary, HRA, Monthly Bonus, Employer PF Contribution, Special Allowance and FB.

Gratuity

- You will be entitled to gratuity as per the provisions of the Gratuity Act 1972.

Employer's contribution to Insurance Premium

- Amount mentioned is an indicative average cost incurred by Company towards Group Mediclaim, Group Personal Accident and Group Term Life Insurance premium

Other benefits

- It's a sum of gratuity and employer's contribution to insurance premium

Cost to Company (CTC)

- CTC is the sum of all components namely - Basic Salary, HRA, Monthly Bonus, Employer PF Contribution, FB, Special Allowance, Gratuity and Employer's Contribution to Insurance Premium.

OTHER BENEFITS

Annual Leave

- You will be eligible for Annual Leave as per the Employer's Leave Policy, the policy however can be modified time to time at Employer's discretion. You can refer to the Leave Policy on the "myWorld", KPIT's internal portal

Holidays

- You are entitled to Public Holidays applicable at India every year at the regular rate of pay. If placed at a customer site, you must follow holidays observed by customer.

Benefits Coverage

- Group Medical Insurance cover of **INR 6,00,000.00/-**
- Group Term Life Insurance cover of **INR 10,05,000.00/-**
- Group Personal Accident Insurance cover of **INR 20,00,000/-**

* The above Plan however can be modified on yearly basis at Employer's discretion

Annual Health Checkup

- You and your family (Spouse, Parents and Parents in law) will be eligible for the KPIT Annual Health Checkup organized every year.

* The above Plan however can be modified on yearly basis at Employer's discretion

KPIT

ANNEXURE A

Components	Monthly [Amount (in INR)]	Yearly [Amount (in INR)]
Basic Salary	16,500.00	198,000.00
House Rent Allowance	5,493.00	65,913.00
Monthly Bonus	3,300.00	39,600.00
Employer's contribution to Provident Fund	1,980.00	23,760.00
Flexi Basket**	0.00	0.00
Additional Allowance	0.00	0.00
Fixed Compensation	**0.00**	**327,273.00**
Skill Allowance	0.00	0.00
Other Compensation	**0.00**	**0.00**
Special Allowance**	2,727.00	32,727.00
Variable Performance Incentive***	0.00	0.00
Incentive and Bonus	0.00	32,727.00
Total Target Compensation	**30,000.00**	**360,000.00**
Notional Provision for Statutory Gratuity****	0.00	9,524.00
Employer's contribution to Insurance Premium*****	0.00	5,200.00
Other Benefits	0.00	**14,724.00**
Cost to Company	0.00	**374,724.00**

- ** Fixed compensation is payable subject to adherence of all applicable policies of the organization.
- ** Special Allowance - This will be paid as a monthly allowance.
- *** The amount mentioned under Variable Performance Incentive is fully variable and payable on the performance as per Company Policy.
- **** As per Payment of Gratuity Act.
- ***** The amount mentioned is an indicative average cost incurred by Company towards Group Mediclaim, Group Personal Accident and Group Term Life Insurance premium.

Kindly note -

- The above salary break-up is per annum and is provided based on the existing company policies and may undergo change from time to time.
- As per the company policy you are required to maintain total confidentiality of your compensation details.
- Certain figures mentioned in this Letter of Offer, including financial information have been subject to rounding-off adjustments. In certain instances,
  - The sum change of such numbers may not match exactly to the total figure given; and
  - The sum of the numbers in a column or row in certain tables may not match exactly to the total figure given for that column or row.

KPIT

Terms of Employment -

Bond

- You will also be required to sign a bond of 2 years on the date of joining the Company (For some additional technology trainings, there will be a separate additional bond). In the event of breaching the bond, there will be a penalty of INR 2,00,000 payable to the company in lieu of training costs. The detailed terms and conditions are given in the agreement. You acknowledge that you are willing to sign the bond at the time of joining.

Probation Period

- You will be on probation for 6 Months. Your confirmation will be communicated to you in writing. KPIT reserves the right to terminate your employment in case your performance, behavior and / or conduct during the probation period is found unsatisfactory.

Compensation Structure

- The structure of the compensation package offered to you will be as per the prevailing Company policy at the time of your joining.

Conditional Offer:

- The Offer is valid subject to :
  a. Passing of KPIT PACE Assessment (if applicable)
- Your joining in the organization is subject to:
  a. Completion of degree in stipulated time frame, without keeping any terms/backlog and is eligible for award of degree certificate by the respective University.
  b. Submission of all the relevant academic certificates / mark sheets.
  c. In case at the time of joining the Company OR within a time specified by the Company, the candidate is not able to produce the above documents, the Offer / employment will be terminated with immediate effect.

PACE & EkWip Program

- **PACE** (Program for Academic Collaboration and Engagement) is a KPIT flagship program, which provides foundation knowledge on the Automotive Technologies. The KPIT created courses are delivered to students while they are in the Institution for their degree program. It is recommended that Students can opt to undergo this program at their own choice to make themselves Industry ready.
- **EkWip** program is a KPIT program that engages the candidates who have been offered KPIT placement to make them KPIT ready even before they join us. This is a mandatory intense online program that is administered through digital technologies.
- Its mandatory for all the candidates who receive an offer from KPIT to complete the **PACE and EkWip** programs which includes assessments. The assessment scores will determine the on-boarding process.
- Course Contents, Subject Matter Expertâ€™s connects and assessments would be hosted through digital platforms.
- Course launch dates and duration will be communicated later, by the campus team.

Training

- On joining during the probation, you would undergo a rigorous training program (formal training and on-the-job assignments). During this period, you will be assessed at regular intervals. In case your performance during training period is not satisfactory, the company reserves the right to terminate your services with immediate effect without any notice or without any salary in lieu of.

Joining Date and Location

- Will be announced later by Campus team. Joining date and location depends on business need, batch planning and your PACE assessment score. On-boarding date is spread across the financial year.

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.

Mobility

- KPIT reserves the right to transfer / utilize your services at any of its offices, work sites, or outside India, on the terms and conditions as applicable to you at the time of transfer.

KPIT

Salary Review, Increments and Promotions

- Your performance and contribution to the company will be an important consideration for salary Review,increments and promotions
- You will be considered for salary review and promotions as per the company's policies effective from time to time.

Alternative Employment

- As a full-time employee of KPIT, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of KPIT

Confidentiality Agreement

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients

Overseas Agreement / International Assignment Agreement

- If you are on international assignment, you will be covered by the KPIT International Assignment policy from the date of deputation, accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s).
- In case of every international assignment that exceeds 30 days, you will be required to serve notice period KPIT as per the policy. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to KPIT and its associates. This transfer of knowledge and information is essential for KPIT 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 KPIT for a minimum period of 12 months on completion of training

KPIT Code of Conduct

- You are required to sign the KPITs Code of Conduct and follow the same in your day to day conduct as an employee of KPIT

Notice Period

- During your employment with KPIT, including probation / training, either you or KPIT can terminate the appointment by giving
    - 30 day's notice during the probation period and
    - 90 calendar day's written notice or 3 month's basic salary in lieu of the notice after confirmation of services.
- The Company reserves the right to release the employee prior to the notice period taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period. If you are covered under Deputation Agreement / International Assignment Agreement, either you or KPIT can terminate the appointment by giving 90 calendar day's written notice as set out in the Separation Policy of KPIT
- KPIT reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period or decide whether your existing earned vacation or basic salary in lieu of notice period may be adjusted against the entire or partial notice period.
- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- The company retains the right to recover from you any expenses incurred by it about your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- The company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members.
- The Company also reserves the right to recover the period costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment.

Retirement

- You will retire from the services of the Company on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

Employment in India

- 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 for permanent employment with KPIT. Keeping your permit / permission up to date during the course of employment with KPIT and submitting a

Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan, Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

O +91 20 6770 6000
E info@kpit.com
W kpit.com

Letter of Appointment

- You will be issued a letter of appointment at the time of your joining and completing joining formalities as per KPITs policy

Terms and Conditions

- The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment

Rules and Regulations of the Company

- Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of KPIT as applicable to you and the changes therein from time to time.

Compliance to all clauses

- You will be required to fulfill all the terms and conditions mentioned in this letter of offer. Any failure to fulfill any term and / or condition would entitle KPIT in withdrawing this offer letter at its sole discretion.

Validity:

- This offer is valid for a period of 7 days from the date of issue. Also, the company has made the offer of employment on the basis of the bonafide statements and facts provided by you. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you which also includes termination of employment.
- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- the company retains the right to recover from you any expenses incurred by it in connection with your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- the company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members

Arbitration

- Any dispute concerning the subject matter of the present appointment letter or Confidentiality & IPR Assignment Undertaking or the breach, termination or validity thereof which shall include but not limited to issue as to the interpretation, operation, or effect of any clause contained in it or any other difference arising (a 'Dispute') shall be first attempted to be settled mutually, failing in which, the dispute shall be referred to the sole arbitrator to be appointed mutually.
- In case the Arbitrator is not appointed mutually, the dispute shall be referred to the arbitrator thatÂ shall be appointed by the High Court of Judicature of Bombay on an application in that behalf by either of the party as per the provisions of the Arbitration and Conciliation Act 1996.
- The place of arbitration shall be city of Pune, Maharashtra. The language of proceedings shall be English.The dispute shall be subject to and governed by the laws prevalent in India. However, in case of any difference on provisions of law in Stale Law and Central Law on a particular subject, state laws applicable in state of Maharashtra shall prevail.

Culture at KPIT:

- KPIT has open door policy which makes the work culture transparent and easy to approach
- It always gives opportunities and challenges beyond your current role to prove yourself and achieve greater heights
- KPIT has an open culture, a great work environment, and offers a sense of belonging to employees, which is conducive to future growth.
- KPIT is the perfect place for someone looking for a challenging, fast growing environment with opportunities to take on bigger responsibilities and learn cross functional skills
- With a relatively flat organizational structure, KPIT encourages innovative thinking and gives everyone a sound hearing, regardless of the seniority of the individual.
- Channelization of raw energy and execution of good ideas is brought in by young employees like you.
- KPIT gives you a platform for new ideas and a lot of innovation is fostered here.
- Gives you an opportunity to discuss ideas with the senior management and be enabled to execute them, at a relatively early stage of your career.

The Dhoom Club:

- Where passion comes alive, where a world of awesomeness, away from the drudgeries of mundane work awaits you, where we take fun seriously! Dhoom caters to a wide variety of interests - **sports, music,** [illegible]

KPIT

Corporate Social Responsibility (CSR):

- Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.
- Few of our CSR Initiatives:
  - Chhote Scientists
  - Water Conservation through mass volunteering
  - Reforestation Program
  - Meet the Social Legends

Document submission

1. Standard X and XII marksheets / equivalents
2. Degree certificate and marksheets for all semesters
3. Diploma certificate and marksheets for all semesters (If applicable)
4. Passport / Driving License / Ration Card
5. PAN card (must have before joining)
6. Aadhar Card (must have before joining)
7. Photograph to be uploaded in TalentOjo as per the specification in Annexure B
8. Name Change Documents (If applicable)
9. National Apprenticeship Training Scheme (NATS) Enrollment (mandatory)
   - You must register on NATS portal to enroll yourself in apprentice.
   - It is compulsory for fresher to register on NATS, please consider doing this on priority before joining.
   - You need to get your 16 digits NATS enrollment number on day of joining.
   - Below is the link: https://mhrdnats.gov.in/boat/contracts/getAllContracts.action

STRICTLY PERSONAL

16-318

Name: AEC

Date: 29-Feb-20

Sub: Letter of Intent

Dear Mr. B. Chandu Naga Sai Sri

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June / July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ~~annual~~ monthly CTC will be Rs 12,042 + Incentives /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name: B. Chandu Naga Sai Sri

Signature: B. Chandu

Date: 16/9/20

16-320

CADSYS

CADSYS (INDIA) LTD
Regd. Office : 3-6-262, 2nd Floor,
Tirumala Estates, Himayath Nagar,
Hyderabad - 500 029, Telangana.
Phone : 040-23224110
URL : www.cadsystech.com
CIN No. L72200TG1992PLC014558

Dated: 21st July 2021 **Confidential**

Ref: HR/CSY/GIS/OPS/2021/JDE/15/07/21

To,
Mr. Chaganti Mohith Sai Kumar Reddy
H.No: 2-126A,
Bhadrirajupalem,
Krishna District,
Andhra Pradesh-521163.

Dear Mr. Mohith Sai Kumar Reddy,

Sub: Appointment Letter

With reference to your application and subsequent selection procedures, we are pleased to offer you a position as **Jr. Design Engineer (Smart City and IoT Solutions)** in our company located at Hyderabad on the following terms and conditions

Your employment shall be effective from 21-Jul-2021 and you shall be on probation for a period of two years from date of joining

Your Salary Structure will be as per Annexure- A

You will be working in shifts as may be decided by the company.

As you step in, along with us you also carry with you the expectations of Cadsys family – that you would truly identify and exemplify Cadsys Code of Conduct.

Your joining shall be subject to

- upon submission of copies of following testimonials (originals to be presented for verification)
- Academic qualification certificates (SSC onwards) including proof of date of birth and professional proficiency certificates, where applicable
- Experience certificate(s), Relieving letter/ Clearance certificate, from your previous employer(s), as applicable.

Cadsys (India) Limited
Himayath Nagar
Hyderabad

16-328



Offer: Computer Consultancy
Ref: TCSL/DT20219205184/Lucknow
Date: 14/01/2022

Mr. Vamsi Krishna Chapala
1-Karlapalem,Bc Colony1-Karlapalem,
Karlapalem,
Prakasam-523291,
Andhra Pradesh (Ap).
Tel# -

Dear Vamsi Krishna Chapala,

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.

TATA CONSULTANCY SERVICES
Tel: +91 22 6778 9595 Fax: +91 22 6778 9646 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service: Tel: 1800 209 3111 Email: 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.

TATA CONSULTANCY SERVICES

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.

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.

TATA CONSULTANCY SERVICES
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 Service Line: 1800 209 3111 Email: careers@tcs.com

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 recommended 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.

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

TATA CONSULTANCY SERVICES

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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

18. 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.

19. 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.

20. 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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees 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

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

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GROSS SALARY SHEET

Annexure 1

Name	Vamsi Krishna Chapala
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

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 filling 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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

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10. 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.

11. 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 of 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.

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16-326

Offer: Computer Consultancy
Ref: TCSL/DT20219154266/Lucknow
Date: 16/12/2021

Mr. Madhubabu Chimuturi
1-461 Road,
Padalavari Palem,
Koduru-521328,
Andhra Pradesh.
Tel# 91-9010008185

Dear Madhubabu Chimuturi,

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.

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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.

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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.

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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.

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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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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*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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees 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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Withdrawal of Offer

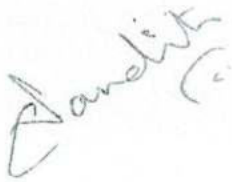
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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TATA

GROSS SALARY SHEET

Annexure 1

Name	Madhubabu Chimuturi
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108, .	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

TATA CONSULTANCY SERVICES
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



10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

TATA CONSULTANCY SERVICES
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(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.

TATA CONSULTANCY SERVICES
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

PRINGLE
IT VENTURES

PRINGLE IT VENTURES PVT. LTD.,
#57-3-23, 2nd Floor, A & M Plaza, Patakaluva Road, Patamata, Vijayawada – 10

Congratulations & Welcome to Pringle Technologies

16-329

Feb 10th, 2022

Dear **Chinta Vardhan Kumar,**

Pringle Technologies is pleased to offer you as a **Call Center Executive** effective **Feb 11th, 2022**. As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

Your estimated salary is:

- 9 hour/6 day shift: **Rs 13,000/month**
  (Rs 11,000/month base salary + **Rs.2000/- Retention bonus*)**

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A."

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both Pringle Technologies and yourself with respect to your employment conditions. It details the terms and conditions of your employment with Pringle Technologies and will form our agreed upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initializing each page in the right-hand corner, and returning it to us upon your earliest convenience, but prior to your first day of employment.

Chinta Vardhan Kumar we look forward to welcoming you to Pringle **Technologies** and wish you a successful and rewarding career with us.

Sincerely,

M. Krishnaveni

Krishnaveni Methukula
HR Manager

I, **Chinta Vardhan Kumar** acknowledge that I have read, understood and accept this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

_____ _____

Signature Date

Employment Agreement (Schedule A)

This Agreement was made, by and between **Pringle IT Ventures, Pvt. Ltd.,** India, an Andhra Pradesh corporation, hereafter referred to as ("employer"), and **Chinta Vardhan Kumar,** ("Employee"). The parties recite that:

A. **EMPLOYER.** Employer is engaged in providing technology related sales, service and maintenance including web development, computers, networking, technical support and programming, and maintains business premises in Vijayawada, Andhra Pradesh.

B. **AGREEMENT TO EMPLOY AND BE EMPLOYED.** Employer hereby employs employee, and employee hereby accepts and agrees to such employment, on the terms and conditions hereinafter set forth. Employee warrants that he is not under any contract or other obligation that would prevent him from employment with Employer.

1. **DESCRIPTION OF EMPLOYEE'S DUTIES.** Subject to the supervision and pursuant to the orders, advice, and direction of the employer, employee shall perform such duties as are customarily performed by one holding such position in other businesses of similar nature as that engaged in by the employer. More specifically, employee shall be responsible for the following duties, which may be modified from time to time by Employer. To act as **Call Center Executive**

2. **COMPENSATION AND REIMBURSEMENT.** Employer shall pay employee a monthly compensation as listed in the offer letter for time worked by the Employee. This includes time that is administrative in nature such as research, recording billable hours, watching training videos, attending classes, and reading training materials. In addition to the foregoing, the employer will reimburse Employee for any and all necessary, customary, and usual expenses incurred by him for and on behalf of the employer. Wages are subject to withholding and other applicable taxes. Employer will pay employees on a monthly basis, with paychecks available by the first Monday of the Month.

3. **WORK HOURS.** Employee shall work as mutually agreed between Employer and Employee. A flexible work week schedule will be permitted as authorized by Employer. Employees shall be available to work on an "on call" basis for night and weekend emergencies or to meet a project deadline.

4. **MANNER OF PERFORMANCE.** Employee shall act professionally, and to the best of his ability, experience, and talent, perform all duties that may be required of and from him pursuant to the express and implicit terms hereof, to the reasonable satisfaction of employer and the client.

5. **OPTION TO TERMINATE.** Notwithstanding anything in this agreement to the contrary, this employment is an employment at will, and both employer and employee reserve the right to terminate with or without cause for any reason or no reason at all, and at any time. Both

purposes of this Agreement, just cause is defined as employee violating any of the terms of this Agreement. Employer agrees to compensate Employee for termination by the Employer without cause for a period encompassing the initial three months of employment from the hire date.

6. **COVENANT NOT TO COMPETE.** During Employee's employment with Employer and for a period of one year following the date of termination of employment with Employer, the Employee will not engage directly or indirectly, personally or through any other person, in any of the following activities:
   - The Employee will not in any way attempt to solicit or otherwise effect the discontinuance of any of the Employer's business clients. If the Employee violates this provision, Employee shall pay to Employer a minimum penalty in the amount of ₹150,000 for each separate act, which constitutes such violation.
   - The Employee will not purposefully and harmfully divulge to any person any of the company's information, trade secrets, programming code, client relationships, client files, or other valuable business information;
   - The Employer encourages employees to refer new clients to the Company and the Employer will pay a referral bonus up to 10% of the initial project or signed contract for new clients. Bonuses will be determined and paid at the Employer's discretion and only after receiving payment from the client. Furthermore, the Employer understands and allows the Employee to freelance for family, friends or charitable organizations, and others provided the project does not interfere with the employee's job performance and the Employer is made aware of the project.

- **RETENTION BONUS:** Is a targeted payment outside of an employee's regular salary as a Bonus to keep the employee motivated on the job. **An amount of Rs.2000/- is set aside every month to be paid to the employee at the end of 12 months as a lump sum of Rs. 24,000.** This bonus amount will be forfeited in full if the employee were to leave or let go due to lack of performance, prior to 12 months of employment at Pringle.

CONTRACT GOVERNED BY LAW. This agreement and performance hereunder shall be construed in accordance with the laws of Andhra Pradesh.

EMPLOYEE:

_____
Chinta Vardhan Kumar

Date:

EMPLOYER:



Krishnaveni Methukula
HR Manager

Date: 25th Jan 2022

16-329

STRICTLY PERSONAL

Name: AEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. Ch. Vardhan Kumar -

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,
For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-331

Infosys
Navigate your next

HRD/3T/1003876927/21-22

March 25, 2022

Mr. Mahesh Daggumilli
2-52
Boddurai Center, Jujjuru
Vijayawada-1-521181
India

Ph: +91-9849122008

Dear Mahesh,

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: 2022.03.25 15:08:40 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

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
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HRD/1003876927/21-22

March 25, 2022

Mr. Mahesh Daggumilli
2-52
Boddurai Center, Jujjuru
Vijayawada-1-521181
India

Ph: +91-9849122008

Dear Mahesh,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"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" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **04-Apr-2022.**

Location

Your location for employment is **MYSORE, India** .
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 Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company' s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / 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 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) 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.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months 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.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

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 and Annexure - II 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.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

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

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.03.25 15:08:40 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

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ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Mahesh Daggumilli**
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

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ANNEXURE - II

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Mahesh Daggumilli**
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

16-331

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HRD/3T/1003876927/21-22

March 25, 2022

Mr. Mahesh Daggumilli
2-52
Boddurai Center, Jujjuru
Vijayawada-1-521181
India

Ph: +91-9849122008

Dear Mahesh,

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: 2022.03.25 15:08:40 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

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
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HRD/1003876927/21-22

March 25, 2022

Mr. Mahesh Daggumilli
2-52
Boddurai Center, Jujjuru
Vijayawada-1-521181
India

Ph: +91-9849122008

Dear Mahesh,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment (**"Offer Letter"** hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.
"Company" refers to Infosys Limited.
"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" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **04-Apr-2022.**

Location

Your location for employment is **MYSORE, India** .
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 Letter, hereby give your irrevocable consent to the above.

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company' s pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;

b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.

c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

Please be advised that you, by accepting this Offer Letter, hereby give your irrevocable consent to the above.

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / 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 (Fifteen) working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 (Twenty) 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.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months 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.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance- linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

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 and Annexure - II 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.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

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

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.03.25 15:08:40 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

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ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Mahesh Daggumilli**
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

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ANNEXURE - II

(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Mahesh Daggumilli**
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

16-338

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0951/2020-21 **Date: 03/10/2020**

Mr. Devanaboina Chandan Kumar
H No: 3-491, 3rd Ward, Avanigadda,
Krishna, A.P, Pin: 521121
Mobile No: 9640007101
Email Id: chandandevanaboina@gmail.com

Dear Mr. Devanaboina Chandan Kumar

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/10/2020

D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Devanaboina Chandan Kumar	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		9,600	1,15,200
House Rent Allowance		6,400	76,800
Sub Total (A)		***16,000***	***1,92,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***17,650***	***2,11,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

B Deepak	A Chandan Kumar	03/10/2020
Prepared by	**Verified by**	**Approved by**

16-343

Offer: Computer Consultancy
Ref: TCSL/DT20229692499/Ahmedabad
Date: 15/02/2022

Mr. Komal Deep Gadidesi
20/597Machilipatnam,
Near Ramalayam,
Machilipatnam-521002,
Andhra Pradesh.
Tel# -

Dear Komal Deep Gadidesi,

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.

TATA CONSULTANCY SERVICES
Tel: 91 79 6671 2680 Fax: 91 79 6671 2681 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

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.

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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.

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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.

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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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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*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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees 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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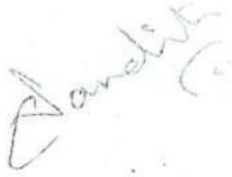
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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GROSS SALARY SHEET Annexure 1

Name	Komal Deep Gadidesi
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

TATA CONSULTANCY SERVICES
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 Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA



10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(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.

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Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

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E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0952/2020-21

Date: 03/10/2020

Mr. Ganta Praveen Raju
H No: 2-163, Thakellapadu, Mandavalli,
Krishna, A.P, Pin: 521345
Mobile No: 7780133509
Email Id: praveenrajuganta069@gmail.com

Dear Mr. Ganta Praveen Raju

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/01/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

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Cost to Company			
Employee Name	Mr. Ganta Praveen Raju	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	06/10/2020	**Effective Date**	06/10/2020
Salary Components		**Monthly**	**Yearly**
Basic Pay		9,600	1,15,200
House Rent Allowance		6,400	76,800
Sub Total (A)		***16,000***	***1,92,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***17,650***	***2,11,800***

- ▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- ▶ Employees posted at sites are eligible for Family accommodation as per policy.
- ▶ Free bachelor accommodation for employees posted as sites.
- ▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- ▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- ▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- ▶ Group Term Life Insurance : As per policy
- ▶ TDS as per IT Act.
- ▶ Gratuity: As per Gratuity Act
- ▶ EPF: As per EPF & MP Act
- ▶ ESI: As per ESI Act
- ▶ Bonus: As per Bonus Act

B. Deepak	A Chiranjeevi	03/10/2020
Prepared by	**Verified by**	**Approved by**

16-346

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
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E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0953/2020-21 Date: 03/10/2020

Mr. Garale Mahesh
H No: 3-69/1, Kaikaluru,
Krishna, A.P, Pin: 521333
Mobile No: 9133480243
Email Id: mahesgarle123@gmail.com

Dear Mr. Garale Mahesh

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

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Cost to Company			
Employee Name	Mr. Garale Mahesh	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**

Salary Components	**Monthly**	**Yearly**
Basic Pay	9,600	1,15,200
House Rent Allowance	6,400	76,800
Sub Total (A)	***16,000***	***1,92,000***
Annual Benefit *		
Bonus	1,400	16,800
Other Benefits*		
Medi-claim Employer Share	250	3,000
Fixed Total Cost to the Company (B)	***17,650***	***2,11,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

B. Deepale		
Prepared by	**Verified by**	23/10/2020 **Approved by**

16-347

CIN : L26942TG1979PLC002485
GST No.: 36AABCK1868J1ZB

KAKATIYA CEMENT SUGAR & INDUSTRIES LIMITED

1-10-140.1, 'GURUKRUPA' Ashok Nagar, Hyderabad - 500 020.
CEMENT DIVISION

KCSIL : HR-MP : 2022
January 27, 2022

Mr.G.Siva Sankar Picasso
S/o G.Koteswara Rao
H.No.6-23,Vagu Voddu,Bhimavaram
Vatsavai (Mdl.)
Krishna Dist. 521178.

Sub : Appointment as 'APPRENTICE'.

With reference to your application dated 27.01.2022, we are pleased to appoint you as 'APPRENTICE' in Mechanical Dept. on the following terms & conditions with effect from 27.01.2022.

01. That the Company will give you opportunity to enable you to learn the work. The Company will be the sole judge for nature, mode, method and period of such learning.

02. During the period of Apprenticeship you will be paid an amount of Rs.16,689/- (Rupees Sixteen Thousand Six Hundred and Eighty Nine Only) as stipend per month, and no other allowances are payable to you and you are not eligible for any benefit, facility or perquisites.

03. The period of Apprenticeship will not be counted for any purpose and you will not be entitled nor have any claim for absorption into the services of the Company.

04. You will be governed by the terms and conditions and such other rules stipulated from time to time.

05. You will make your own arrangements for your stay and conveyance and company will not take any liability for your stay as well as conveyance.

06. The Company will not have any obligation to provide you accommodation. Even if you are provided any quarter on chargeable basis, you have to vacate it as and when required by the Company.

Contd...2

G. S S. Picasso.

07. In case of any dispute or difference arising out of this Apprenticeship, the decision of the Management shall be final.

08. Notwithstanding any of the clauses mentioned in this letter of appointment, the Management reserves the right of terminating your apprenticeship without assigning any reason whatsoever and without notice during the period of your apprenticeship.

09. Your Apprenticeship period shall be for a period of two years from the date of joining which will automatically stands terminated at the end of said Two year period or even before at the discretion of the management.

10. In case the above terms and conditions are acceptable to you, please sign the duplicate copy of this letter in token of your acceptance.

For KAKATIYA CEMENT SUGAR & INDUSTRIES LIMITED

03/2/22

MANAGING DIRECTOR

Received by
11/02/22

I have read and accepted the
above terms and conditions

S. S. Picasso.

.....

Signature

(GODITALA SIVA)

SANKAR PICASSO

Copy to : 1. General Manager/Personnel Department.
2. Accounts Department, Site Office.

16-348

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0954/2020-21 **Date: 03/10/2020**

Mr. Gollapothu Uday Kumar
H No: 8-147, Karedu, Ulavapadu,
Prakasam, A.P, Pin: 523392
Mobile No: 8125550588
Email Id: udaykumargollapothu@gmail.com

Dear Mr. Gollapothu Uday Kumar

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,35,800/- (Rupees Two Lakh Thirty Five Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/10/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Gollapothu Uday Kumar	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		10,800	1,29,600
House Rent Allowance		7,200	86,400
Sub Total (A)		***18,000***	***2,16,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***19,650***	***2,35,800***

- ▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- ▶ Employees posted at sites are eligible for Family accommodation as per policy.
- ▶ Free bachelor accommodation for employees posted as sites.
- ▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- ▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- ▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- ▶ Group Term Life Insurance : As per policy
- ▶ TDS as per IT Act.
- ▶ Gratuity: As per Gratuity Act
- ▶ EPF: As per EPF & MP Act
- ▶ ESI: As per ESI Act
- ▶ Bonus: As per Bonus Act

B. Deepak		
Prepared by	**Verified by**	**Approved by**

16-360

Offer: Computer Consultancy
Ref: TCSL/DT20229720908/Mumbai
Date: 10/02/2022

Mr. Harikrishna Jannu
1-47Jujjavaram Pamarru Mandal,
Siva Temple,
Pamarru-521157,
Andhra Pradesh.
Tel# -8185069346

Dear Harikrishna Jannu,

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.

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
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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Offer: Computer Consultancy
Ref: TCSL/DT20218617918/Lucknow
Date: 16/12/2021

Mr. Jyothi Swarup Jujjavarapu
D No: 3-129Jujjavaram,
Opposite Ushodaya English Medium School,
Jujjavaram-521157,
Andhra Pradesh.
Tel# -

Dear Jyothi Swarup Jujjavarapu,

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.

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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.

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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.

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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.

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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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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*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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Ã 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. Ã 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 oversees 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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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

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Jyothi Swarup Jujjavarapu**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

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10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(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.

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Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA 16-362
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0955/2020-21 **Date: 03/10/2020**

Mr. Juvanapudi Kishore
H No: 7-74, Pamidimukkala,
Krishna, A.P, Pin: 521250
Mobile No: 9848535389
Email Id: kishorekalyan51@gmail.com

Dear Mr. Juvanapudi Kishore

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/10/2022

D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

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Cost to Company			
Employee Name	Mr. Juvanapudi Kishore	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		9,600	1,15,200
House Rent Allowance		6,400	76,800
Sub Total (A)		***16,000***	***1,92,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***17,650***	***2,11,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

B Deepak	A Chandrasekhar	03/10/2020
Prepared by	**Verified by**	**Approved by**

16-365

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

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E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0956/2020-21 Date: 03/10/2020

Mr. Kaki Anil Kumar Reddy
H No: 3-179/1, Avanigadda,
Krishna, A.P, Pin: 521121
Mobile No: 9849870866
Email Id: anildaring007@gmail.com

Dear Mr. Kaki Anil Kumar Reddy

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 1,99,800/- (Rupees One Lakh Ninety Nine Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/10/2022
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Kaki Anil Kumar Reddy	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		9,000	1,08,000
House Rent Allowance		6,000	72,000
Sub Total (A)		***15,000***	***1,80,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***16,650***	***1,99,800***

- ▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- ▶ Employees posted at sites are eligible for Family accommodation as per policy.
- ▶ Free bachelor accommodation for employees posted as sites.
- ▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- ▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- ▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- ▶ Group Term Life Insurance : As per policy
- ▶ TDS as per IT Act.
- ▶ Gratuity: As per Gratuity Act
- ▶ EPF: As per EPF & MP Act
- ▶ ESI: As per ESI Act
- ▶ Bonus: As per Bonus Act

B. Deepak	A Chandrasekhar	03/10/2020
Prepared by	**Verified by**	**Approved by**

16-369

nucleus

ISO 9001 : 2015 CERTIFIED

06 March 2020

NSC/HR/AO/2019

MR.KANCHERLA SAI KUMAR,
NO-3-87A, MASEED BAZAR,
KAPILESWARAPURAM, KRISHNA,
ANDHRA PRADESH-521246.
saikumar.k0546@gmail.com
7997297060.

Dear Mr.KANCHERLA SAI KUMAR,

Sub: Appointment Letter

With reference to your application and subsequent interview, we are pleased to appoint you as **"Graduate Engineer Trainee"** in our organization.

The terms and conditions of your employment will be the following:

REMUNERATION:

We will offer you a gross salary of INR 11,500 per month (INR 1.38 lacs per annum), paid in arrears by your choice of cheque or direct deposit.

The salary will be subject to deductions for taxes and other contributions as required by the Indian Labour Law. Specifically, we will deduct 12% of the base salary as the contribution towards Provident Fund ("PF"), and 0.75% from your gross salary as the contribution towards ESI along with any applicable Income Taxes, with NSC contributing a similar percentage of Employer Contribution to PF & ESI.

Bonus will be eligible after completion of your Training period (1 Year), following an assessment of your performance by the Directors. The bonus amount to be paid will be left to the discretion of the Directors.

Gratuity will be effective after completion of your Training period (1 Year) accordance with the Payment of Gratuity Act 1972.

You will also be provided with lunch and mid-meal refreshments at NSC's canteen, at the cost of the Company.

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2. **PLACE OF WORK:**

Your workplace will be presently based at Tada Your appointment is governed by the rules and regulations applicable to the other employees of your category.
At the discretion of the company, you may be posted or transferred to any office/branch/location or any of our associate companies at any time in any part of India and abroad, either presently existing or as may come in existence in future.

3. **DATE OF JOINING:**

Your date of joining the company's services and commencement of employment is06 March 2020.

4. **PROBATION:**

i. You will be on probation for a period of 06 months from the date of joining your duties. The probation period may be extended or reduced at the sole discretion of the management. You will not assume yourself to have been confirmed in the employment of the company until the same is intimated to you in writing. During probation, your services may be terminated without assigning any reason and you shall not be eligible for any notice or compensation in lieu thereof, during the initial or extended period of probation. At the end of the probation period, your appointment will be confirmed in writing by the company provided your services are found satisfactory.

5. **OTHER TERMS AND CONDITIONS:**

i. After confirmation of your services, the employer-employee relationship can be terminated by either party upon giving a written notice of one English calendar month or payment in lieu thereof. For the purpose of this clause, payment in lieu of notice would include the basic salary only. Future increment in your remuneration will not be automatic and shall depend upon your performance and be at the discretion of the company.

ii. During the period of employment with us, you shall not accept any other assignment in any capacity without the written consent of the Management and you shall carry out the management's orders and instructions and do your best to promote our company's interest and business.

iii. The company shall reimburse such reasonable out of pocket expenses that you may incur on account of the company's work and/or on traveling/conveyance. Such payment shall be reimbursed against supporting documents.

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iv. You shall observe secrecy and shall neither during the tenure of your services nor after superannuation /separation divulge and/or disclose either directly or indirectly to any person / firm / company any information or documents which comes to your attention / knowledge in the course of your employment and you shall strictly adhere to this "confidentiality clause".

v. The company shall be at liberty to terminate your employment without any notice or compensation if, any time during the period of employment if you are found guilty of any act of disobedience, indiscipline, insubordination, incivility, insobriety, unauthorized absence, dishonesty, fraud or any other serious misconduct or neglect or incompetence in the discharge of your duties or breach of any stipulation in this appointment letter or company's norms or if you become incapacitated or are adjudged insolvent beyond compound with your creditors.

vi. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge

vii. This appointment letter is being issued to you on the basis of the information and particulars furnished by you in your application (including bio-data), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

viii. In the event that you fail to attend to your duties for a period of 10 (ten) consecutive days, without any valid reason or without prior approval of the management, the company shall be entitled to terminate your employment without notice or compensation.

ix. Grant of earned leave will depend upon the exigencies of work and shall be at the discretion of the management. For availing leave, you will have to apply in the prescribed from to the appropriate authority and seek prior approval for such leave

x. Similarly, for extension of leave, an application will have to be made in writing before the expiry of the leave originally sanctioned. While making such application you will state your address during the leave period. Mere submission of application will not mean that the leave has been sanctioned.

xi. That for the purpose of clauses. (vi), (v) and (vii), the company's opinion as to whether any of the events mentioned therein have occurred shall be final and binding and you shall not be entitled to question the same on any ground.

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xii. Due to the nature of our industry, business and market, after your separation from the company, you will not join an assignment (for a period of one year) with a firm that is in direct competition with us or whose conflict of interests with us leads to an unfair disadvantage for us due to your knowledge of our processes and business secrets.

6. **RETIREMENT:**

You shall retire from the services of the company on your attaining the age of 58 (fifty-eight) years. At its discretion, the company may extend your services beyond the above age. As per your statement, your Date of Birth is 11/03/1998.

Please signify your acceptance of the terms and conditions stipulated above by signing on the duplicate copy of this letter.

Thanking you,

For Nucleus Satellite Communications (M) Pvt. Ltd.

NUCLEUS SATELLITE COMMUNICATIONS MADRAS PVT. LTD. nucleus

Karthikeyan P
Manager -HR

16-372

Spice money

तो Life बनी

Date : 16-Mar-2022

KARLA AVINASH
D.No 53-1-17/1AB , Vijaya Nagar Colony,
Machavaram, Andhra Pradesh, 520008
India

Private & Confidential

Dear KARLA AVINASH,
Greetings from Spice Money!

We are pleased to extend an offer with Spice Money as **Junior Executive** in **Sales & Distribution.**

The terms of your employment are as follows:

Start Date of Employment : 17-Mar-2022

Place of Work: Your assigned work location is **Machilipatnam.** The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company that may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

Leave & Working Hours: You will be entitled to leave as per company policy and will observe the working hours as may be applicable to your category of employees and location of posting.

Confidentiality and Invention Assignment: Your employment is conditioned upon your execution of Confidentiality and Invention Assignment Agreements and agreement to abide by the terms and conditions of those Agreements. Failure to abide by the terms of the Agreements may result in your dismissal, and you are subject to their terms even after the termination of your employment.

Non–Compete: You agree that during the term of your employment and for further period of 6 calendar months after separation from the Company, for whatever reasons, you shall not carry on or engage in directly or indirectly in any business which competes directly or indirectly with any or all the business pursued by the Company in any territory, whether in India or overseas, at the relevant point of time or proposed to be pursued by the Company in the immediate future, in respect of which proposal you were aware of or likely to be aware of considering the nature of your duties (" Restricted Business), other than through the Company.

Non-Solicitation of Customers: You agree that during the term of your employment and for a further period of 24 (twenty four) calendar months after separation from the Company, for whatever reasons, you shall not directly or indirectly, irrespective of whether the relationship between the Company and a customer was originally established in whole or in part through your efforts; (i) solicit any Restricted Business from any customer; (ii) persuade any existing or prospective customer to cease doing Restricted Business with the Company; (iii) reduce the amount of Restricted Business which any customer has customarily done or might propose doing with the Company.

Spice money

तो Life बनी

Confidentiality & Non-Compete and Non-Solicitation: You certify not to share your salary or any company details along with not joining any competitor as an employee or contractor or solicit any employee from the company to join a company.

Salary: Refer **Annexure – A** for CTC details

Please confirm that this letter sets forth the terms of your employment with the Company by countersigning a copy of this letter below. Your signature below indicates that you fully understand the terms of your employment with the Company and that you enter this Agreement knowingly and of your own accord.

Sincerely,



Atul Tiwari

Head - Human Resources

Spice money

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Document Checklist:

1.PAN Card Copy
2.Aadhar Card Copy
3.Permanent Address Proof
4.Current Address Proof
5.Mark sheet and pass certificate/degree of the highest qualification
6.Last company's Offer Letter/Appointment Letter copy (If applicable)
7.Last company's Increment letter copy (If applicable)
8.Experience Letter/ Relieving Letter/Resignation Acceptance through official email (clearly stating that resignation is accepted and you are relieved (If applicable)
9.Last three month's Salary Slip from previous employer (If applicable)
10.Cancelled Cheque Copy (Bank Account Details)
11.3 photographs

You are requested to inform your HR coordinator well in advance in case you are unable to provide any of the above mentioned documents on joining day. In the absence of any above mentioned documents we will not be able to complete your joining.

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Annexure – A

Pay Component	Monthly Amount	Annual Amount
Guaranteed		
Fixed	**18142**	**217709**
Basic	12500	150000
HRA	3142	37709
Advance Statutory Bonus	2500	30000
Retirals and Benefits	**2690**	**32291**
Gratuity	601	7215
Employee State Insurance	589	7076
Employer's Provident Fund Contribution	1500	18000
Total Guaranteed	**20832**	**250000**
Total CTC	**20832**	**250000**

16-373

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5241820/1056218,

11/30/2021,
Katragadda Nagahema.

3-536,huda colony,chandanagar,hyderabad,500050
Hyderabad, Telangana
India.

Confidential

Dear Katragadda Nagahema,

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 **11/30/2021** (or such other date as may be communicated to you by the Company), as per details given below

A) Your current designation will be **Senior Analyst/A5**.

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

C) You have to report by 8:30 am at **Hyderabad** office, for joining formalities and contact security at the main gate for your entry pass at:

ddress
apgemini Technology Services India Limited. IT Park 1,115 / 32&35, Nanakram Guda,
Gachibowli, Hyderabad - 500 032

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & 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) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 400,010.00 (Rupees Four Lakh And Ten Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. 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:

Senior Analyst

Total Cost to Company (CTC). Rs.400,010.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.180,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements – 1 #	Rs.2,032.00	Rs.24,384.00
Other Allowances and Reimbursements – 2 +	Rs.981.00	Rs.11,772.00
Advance Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.30,162.00	Rs.361,944.00
Statutory payments ++		
Capgemini's contribution to PF *	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.392,208.00
Total Cash Compensation		Rs.392,208.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 400,010.00

You need to choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements – 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	60,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	21,600.00

Note:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

* Employee's contribution towards PF will be made from the monthly salary as defined by Law.

The Benefits (Accidental & Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.

All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.

+ This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise failed to disclose any information about your past employment, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

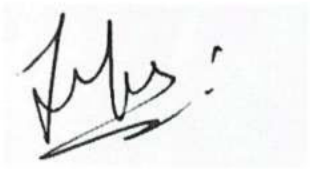
J.) Your employment with the Company will also be governed by the *'Terms and Conditions of Employment'* contained in **Exhibit 1** attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personaland professional goals. Capgemini values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Capgemini Technology Services India Limited



Anil Kumar Singh

Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

_____

Name: **Katragadda Nagahema**

Date: **11/30/2021**

16-386

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0957/2020-21 **Date: 03/10/2020**

Mr. Maheswarapu Vivek Chandra
H No: 201, Meghana Residency, Gudivada,
Krishna, A.P, Pin:521301
Mobile No: 8688121821
Email Id: vivekmaheswarapu@gmail.com

Dear Mr. Maheswarapu Vivek Chandra

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 1,99,800/- (Rupees One Lakh Ninety Nine Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/10/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Maheswarapu Vivek Chandra	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		9,000	1,08,000
House Rent Allowance		6,000	72,000
Sub Total (A)		***15,000***	***1,80,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***16,650***	***1,99,800***

- ▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- ▶ Employees posted at sites are eligible for Family accommodation as per policy.
- ▶ Free bachelor accommodation for employees posted as sites.
- ▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- ▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- ▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- ▶ Group Term Life Insurance : As per policy
- ▶ TDS as per IT Act.
- ▶ Gratuity: As per Gratuity Act
- ▶ EPF: As per EPF & MP Act
- ▶ ESI: As per ESI Act
- ▶ Bonus: As per Bonus Act

B. Deepak	A Chakravarthy	
Prepared by	**Verified by**	**Approved by**

17-5-356
16-392

Banyan Management Support Services Pvt. Ltd.
No. 420/9, TI Cycle Road, Ambattur, Chennai - 600 053.
Ph: 044 - 4287 9305, 9176651110, 9842476417.
Mail: info@banyanhr.com. Web: www.banyanhr.com.

Dear **Mr. Mannem Lakshmi Hari Raja** **09.03.2021**

No:1-133, Vemavaram
Gudlavalleru Mandalam,
Krishna Andra Pradesh,
521331

APPOINTMENT LETTER – FIXED TERM APPOINTMENT

Greetings from **BANYAN MANAGEMENT SUPPORT SERVICES PVT. LTD.**

Subsequent to the Interview you had with us, we have pleasure in offering you employment as an associate in our organization. The commencement of the employment is with effect from 17.02.2021 to 16.02.2022 at at our organization, on the following Terms and conditions.

TERMS OF APPOINTMENT

1. Your Designation as an Associate at Banyan Management Support Services Pvt. Ltd. will be **ENG. STORES OFFICER.**
2. Salary, Allowance &Salary Cycle are as detailed in the Annexure.
   a) You will be covered under employees Provident Fund, Employees state insurance etc., as per the applicability.
   b) Your salary / compensation will be subject to applicable tax laws and any other statutory deductions as applicable tax laws and any other statutory deductions as applicable from time to time.

3. **Deputation**
   You will be deputed Onsite with our Clients M / s. **Britannia Industries Ltd** and location of your posting will be the Facility of Britannia in **IBPL ORAGADAM**.

4. **Nature of Work & Responsibilities**
   The nature of your work and responsibilities will be discussed by the Management of M / s. Britannia Industries Ltd with you and work shall be strictly as per directions given by the Management of M / s. BIL.

16-3A1

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0958/2020-21

Date: 03/10/2020

Mr. Menikonda Rajavardhan
H No: 1-7/51, Mahadevpuram, Kandukur,
Ongole, A.P, Pin: 523105
Mobile No: 8522851779
Email Id: vardhanr49@gmail.com

Dear Mr. Menikonda Rajavardhan

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,35,800/- (Rupees Two Lakh Thirty Five Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

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Cost to Company			
Employee Name	Mr. Menikonda Rajavardhan	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		10,800	1,29,600
House Rent Allowance		7,200	86,400
Sub Total (A)		***18,000***	***2,16,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***19,650***	***2,35,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

B. Deepak	A Chandrasekhar	23/10/2020
Prepared by	**Verified by**	**Approved by**

16-3A2

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0959/2020-21

Date: 03/10/2020

Mr. Metla Hema Naga Sriharsha
H No: 17-638-6, MJR Colony, Pedana,
Krishna, A.P, Pin: 521366
Mobile No: 9492584966
Email Id: harshametla1995@gmail.com

Dear Mr. Metla Hema Naga Sriharsha

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 1,99,800/- (Rupees One Lakh Ninety Nine Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/01/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Metla Hema Naga Sriharsha	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		9,000	1,08,000
House Rent Allowance		6,000	72,000
Sub Total (A)		***15,000***	***1,80,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***16,650***	***1,99,800***

- ▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- ▶ Employees posted at sites are eligible for Family accommodation as per policy.
- ▶ Free bachelor accommodation for employees posted as sites.
- ▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- ▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- ▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- ▶ Group Term Life Insurance : As per policy
- ▶ TDS as per IT Act.
- ▶ Gratuity: As per Gratuity Act
- ▶ EPF: As per EPF & MP Act
- ▶ ESI: As per ESI Act
- ▶ Bonus: As per Bonus Act

B. Deepak	A Chandrasekhar	03/10/2020
Prepared by	**Verified by**	**Approved by**

16-3A4

Offer: Computer Consultancy
Ref: TCSL/DT20219192018/Lucknow
Date: 20/12/2021

Mr. Abdul Khadar Mohammad
7-211,
Harijanawada Road,
Vuyyuru-521165,
Andhra Pradesh.
Tel# -

Dear Abdul Khadar Mohammad,

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.

TATA CONSULTANCY SERVICES
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

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.

TATA CONSULTANCY SERVICES
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

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.

TATA CONSULTANCY SERVICES
Tel: 91 022 666 1001 Fax: 91 022 666 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

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.

TATA CONSULTANCY SERVICES
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

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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

TATA CONSULTANCY SERVICES
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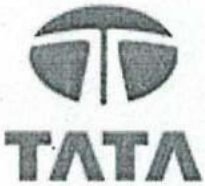
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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*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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees 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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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

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GROSS SALARY SHEET

Annexure 1

Name	Abdul Khadar Mohammad
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

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10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(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.

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CYIENT

Date: 14-Feb-2021

Personal & Confidential

Moka Naveen (C349606)

Offer of employment

Dear Moka Naveen ,

At Cyient we strive to provide comprehensive solutions that help our clients achieve their operational and business goals.

We are poised to take flight and enter a whole new trajectory of growth and delighted to offer you the position of Technical Writer (BAND B as per our internal levels), to join Cyient (referred to as Cyient or the Company) in this journey.

This offer is subject to your acceptance of the attached terms and conditions, please mail your acceptance of this offer to initiate the on-boarding process

Training & Compensation: You will be provided on-the-job training for the first 6 months and during this period of time you will be eligible for a stipend of INR 15,000 per month.

On successful completion of the training, you will be placed on assignments under probation for six months, with a Gross annual package of INR 3,25,040 detailed out in Annexure 1 subject to the terms and conditions attached.

Start date: On or before 15-Feb-2021

Place of Work: Hyderabad, Manikonda
Address: Plot No. 2, IT Park
Nanakramguda, Gachibowli
Hyderabad- 500032
Telangana

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need any clarification, please contact Nishanth Mankali from the Campus Connect Team at Nishanth.Mankali@cyient.com.

For Cyient Ltd.

Keerthi Rannore
General Manager - HR

Annexures:
1) Compensation Structure Details (if applicable)
2) Instructions for onboarding
3) Terms and conditions

Internal Reference: JR-020187

Annexure - 1

Compensation Structure of Moka Naveen , Technical Writer (BAND B)

Monthly Components	Monthly	Annualized
Basic Pay	10,314	1,23,768
HRA	8,075	96,900
Advance Bonus*	2,200	26,400
Gross Monthly Salary	**20,589**	**2,47,068**
Statutory Components		
Company's contribution to ESI (3.25% of Gross Pay)		7,164
Company's contribution to PF(12% of Basic)		14,856
Gratuity(@ 15 days Basic pa, on completion of 5 yrs)		5,952
Cost to the Company**		**2,75,040**

Deferred bonus – On successful completion of probation you will be confirmed and eligible for a bonus of INR 50,000 per annum for a period of two years. The bonus amount of RS.1,00,000 will be disbursed after completion of two years. You will need to be active as on the date of payout to be eligible to receive the combined amount of 1,00,000 INR bonus for the 2 years. Associates serving notice period will not be eligible to receive the deferred bonus.

Gross compensation per annum : ₹3,25,040 (Rupees Three Lakh Twenty Five Thousand Forty Only).

*** Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the payout will be adjusted towards Statutory bonus payable**

***** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.***

For Cyient Ltd.

Keerthi Rannore

General Manager - HR

Internal Reference: JR-020187

Personal & Confidential

14 February 2021

Dear Moka Naveen

Sub: Stipend Payable during Training period.

Further to the Offer Letter issued to you, the Stipend amount payable during the Training period of 6 months will be INR 15,000.

The Stipend is subject to Income Tax as applicable.

Your designation during the Training Period will be "Technical Writer". All other terms and conditions of the offer letter cited remain unaltered.

Should you need any clarification, please feel free to contact us on 9985991215 .

For Cyient Ltd.

Keerthi Rannore

General Manager - HR

A) List of documents to be carried for on-boarding formalities:

Please note that you must carry One set of photo copies of each of the documents mentioned below and bring the originals along with you for verification on your date of joining.

- Educational Documents(As applicable)
  - 10th Standard Mark Sheet
  - 12th Standard Mark Sheet
  - UG/Diploma Degree Certificate/Provisional and Mark Sheets
  - PG Degree Certificate/Provisional and Mark Sheets

- Previous Employer Documents (As applicable)
  - Relieving Letter/Resignation Acceptance Letter
  - Last three months Pay Slip
  - Relieving Letters or Experience Letters from All Previous Employers

- ID Proof
  - Aadhar Card (2 photocopies)
  - PAN Card (2 photocopies)
  - Passport

- Four Passport size photographs(Recent)
- A fitness certificate obtained from a registered medical practitioner
- Universal Account Number (UAN)
  - You are required to submit UAN from the Employee Provident Fund Organization (EPFO).
  - If you are not having UAN, you may generate the UAN through EPFO Portal.
  - Refer UAN generation process link, provided in the joining formalities form.

Other Details:
Reporting Time: 9 AM
Venue: **Plot No. 2, IT Park**
Nanakramguda, Gachibowli
Hyderabad- 500032
Telangana
Contact Person: Leela Krishna / Avanthika Narwa

For Cyient Ltd.

Keerthi Rannore
General Manager - HR

Internal Reference: JR-020187

Terms and conditions

1. Compensation
As detailed in Annexure 1

2. Education Qualification
This offer of training and subsequent employment to you is made based on the premise that you have acquired the desired qualification with 60% marks. If you are awaiting the results as on the date of joining and do not complete the qualification subsequently with the above percentage, this offer stands cancelled.

3. Training Investment Cost recovery
It is agreed that you will be with company for not less than **12 months** from the date of joining. During this period, you shall not leave, abandon, or resign from the training/employment of the company. Liquidated damages for breach of this condition will be recovered as the training investment cost of Rs.75,000/-(**Seventy Five thousand Rupees Only**). You need to execute an agreement on a non-judicial stamp paper to this effect.

4. Transfer & Deputation
Your services can be transferred to other departments, locations, subsidiaries, sister companies, or deputed to any client's site, within or outside India based on the requirements of the organization or exigencies of work from time-to-time. Disobedience of such orders of the Company will be construed as grave misconduct and may lead to punitive action.

5. Code of Business conduct
You will be governed by the Code of Business Conduct as is in force from time-to-time.

6. Applicability of changes in the general terms and conditions of employment and policies made by the company subsequently.
Company reserves the right to amend certain terms and conditions of employment and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these policies of the company and the amended terms and conditions automatically.

7. Shifts
Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it.

8. Training
You will be on training for a period of **Six Months** from the date of joining. On successful completion of Training you will be placed in probation for a period of 6 months and you shall continue to be on probation unless confirmed in writing by the company.

9. Exclusivity
Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You shall not take up any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without permission in writing from the management. You shall not join in any employment OR accept any employment OR join the employment with the customer/s of Cyient Limited with whom you worked during the course of your employment or within 12 months from the time of leaving the employment with Cyient Limited.

Employee's Signature

10. Leave
You will be governed by the Cyient leave policy that is in force from time-to-time.

11. Medical Examination
The company reserves its right to have you undergo medical examination from time-to-time. The appointment, shall at all times, be subject to a doctor, certifying you to be fit to carry out your duties.

12. Dress Code
While at work you are a brand ambassador for Cyient and it is important to therefore dress the part.Please ensure you align with our Dress Code Policy and dress in Business Formals on Weekdays and especially during any customer visits or presentations. Business Informal is permitted on Friday.

13. Performance Review
Your performance shall be reviewed periodically as per the Performance Assessment and Career Enhancement Policy operational in the company. Performance reviews may or may not result in compensation reviews.

14. Compensation Reviews
Compensation reviews shall be purely based on each associate's profile, contributions, competencies, role, potential to shoulder higher responsibilities, and internal and external environment.

Compensation reviews are highly personal and confidential and hence, revealing or eliciting compensation details is considered an impropriety and may lead to punitive action.

15. Declarations & Information
This offer of employment is made based on the information furnished by you regarding your personal data, education qualification and experience. If any information furnished by you proves to be false or willfully suppressed, this employment is liable to be terminated.

16. Associate's Non-Disclosure agreement
You will need to keep all information pertaining to Cyient and it's subsidiaries, customers and all stakeholders confidential. Please execute the Employee's Non-Disclosure Agreement as stipulated by the company at the time of joining.

17. Non-solicitation:
During the term of employment, and for a period of one (1) year immediately thereafter, you agree not to solicit any employee, or independent contractor of the Company on behalf of any other business enterprise, nor shall you induce any employee or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

18. Termination of contract
Either party can terminate this contract of employment without giving any reasons thereof subject to applicable clauses.

Employee's Signature

19. Period of Notice for termination of contract of employment by the Employee
You shall provide in writing a minimum of two weeks (15 calendar days) notice during the training and probation period or 60 days' notice post confirmation to terminate this contract of employment. The Company may at its sole discretion relieve you from such date even before the expiry of the notice period by waiving the remainder of the notice period without any compensation or salary for such remainder of the notice period.

20. Period of Notice for termination of contract of employment by the company.
Company shall provide in writing minimum of two weeks (15 calendar days) notice during the training and probation period or 60 days' notice on confirmation to terminate this contract of employment. However, company reserves the right to pay basic salary in lieu of the notice period and terminate the contract with immediate effect.

21. Recovery towards shortfall of period of notice.
You are required to give minimum period of notice in writing as **per Clause No 19**. However, the Company reserves the right to relieve you before the expiry of the notice period on payment or recovery, as the case may be, of proportionate basic salary towards shortfall of period of notice.

22. Dismissal.
Company reserves the right to dismiss you without any notice or payment in lieu of notice in the event of misconduct which constitutes a breach of integrity under the Company's Code of Business Conduct.

23. Voluntary Abandonment
Should you not report to duty for more than 9 consecutive days without prior sanction of leave from your superior, it will be construed that you have voluntarily abandoned the services of the company and your name shall be deleted from the muster rolls thereof.

24. Surrender of Company assets and Exit Process.
Please adhere to the requirements of the exit process in terms of settling all claims. You will also need to surrender all the tangible assets of the Company, including the data and information in soft or hard form which are in your possession by virtue of your employment before separation from the Company.

25. Travel
You may be required to undertake travel on behalf of the Company work and will be paid travel expenses as per the applicable travel policy for the same.

26. Overseas Service Agreement
As the company will be spending substantial amount of time and money for your deputation or secondment abroad for training/familiarization program / onsite implementation, you are required to execute a service agreement depending on the duration of the stay abroad.

27. Contact information
Please keep the company informed of your postal address, telephone number, fax, email, or any other means for communication including changes that may occur during the period of your employment. Any communication sent to the last informed address is deemed as served.

Employee's Signature

28. Jurisdiction
The appropriate Courts situated in Ranga Reddy District, Telangana shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

29. Back Ground Verification
Acceptance of this offer also confirms your consent to Cyient Limited to carry out necessary back ground checks on Education, Previous Employment and felony records.

30. Registration with NSR
It is mandatory that you need to register yourself with National Skill Registry (NSR) site of NASSCOM within one month from joining us unless you are already a member of NSR.

31. Retirement
You shall retire from the services of the Company automatically on attaining the age of 60 years.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

Date: **Signature**

Place:

16-3B1

Ref: TCSL/CT20192794423/1644484/Pune
Date: 17 November 2021

MR. NAGA BABU YERRAM SETTI
2-69b, Komarru, Mudinepalli(Mandal), Krishna Dist, Ap Komarru,
Komarru, Mudinepalli,
Andhra Pradesh-521325.
Tel# 919010627069

Sub: Joining Letter

Dear Mr. Naga Babu Yerram Setti,

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.

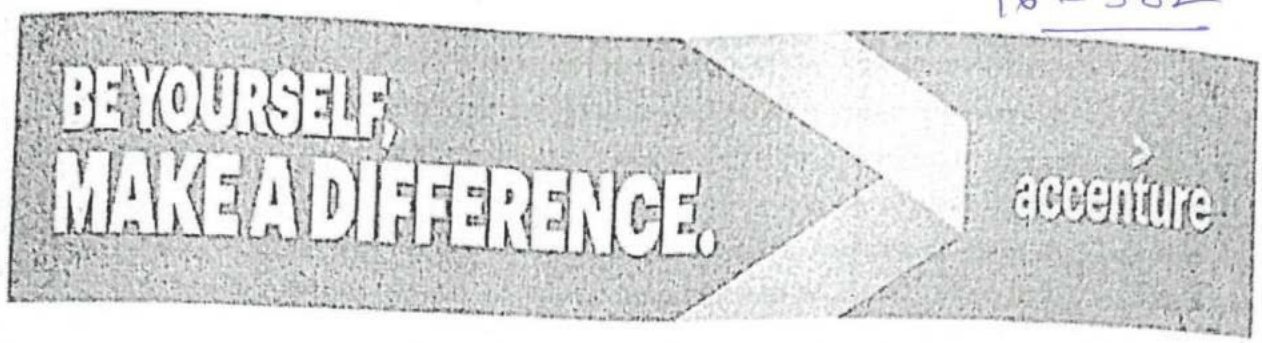
Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16 - 3B2



Strictly Private and Confidential

Date:01-Dec-2021

Naganaboyina Venkata Lakshmi
C10390667

14/156-7,Edepalli,Machilipatnam,Krishna district,Andhra Pradesh

9398684145

Dear Naganaboyina Venkata Lakshmi,

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.

N.V. Lakshmi
Candidate's Signature

Reference Id: 8e39538e-e93b-41dd-b7b7-72ffd131d309_1
Signed By: Mahesh Vasudeo Zurale

16-300

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0960/2020-21

Date: 03/10/2020

Mr. Paripalli Puneeth
H No: 23, Kintada, K Kotapadu,
Visakhapatnam, A.P, Pin: 531034
Mobile No: 9100466127
Email Id: puneeth.paripalli1998@gmail.com

Dear Mr. Paripalli Puneeth

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Our Projects, Orissa to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 1,99,800/- (Rupees One Lakh Ninety Nine Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

23/10/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr.Paripalli Puneeth	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	Our Projects		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**

Salary Components	**Monthly**	**Yearly**
Basic Pay	9,000	1,08,000
House Rent Allowance	6,000	72,000
Sub Total (A)	***15,000***	***1,80,000***
Annual Benefit *		
Bonus	1,400	16,800
Other Benefits*		
Medi-claim Employer Share	250	3,000
Fixed Total Cost to the Company (B)	***16,650***	***1,99,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

B Deepak	A Charavarthy	03/10/2020
Prepared by	**Verified by**	**Approved by**

16-303

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP091304T-01/2021-22 **Date: 14/04/2021**

Ms. Peketi Kameswari
D.No: 2-3, Near Sivalayam Temple, Kaza,
Movva, Krishna, A.P, Pin: 521150.
Mobile No: 9398650384
Email Id: kameswari3e3@gmail.com

Dear Ms. Peketi Kameswari

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at Head Office - 0913, Telangana to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 19/04/2021.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,43,600/- (Rupees Two Lakh Fourty Three Thousand Six Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation

8. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

9. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

10. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

11. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

12. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

13. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

13.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

13.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

13.3. You are deemed to be in the services of the Company, during the notice period.

13.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

14. **General:**

14.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

14.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

14.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With Best Wishes

For Megha Engineering & Infrastructures Ltd.

14/04/2008

D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Ms. Peketi Kameswari	Sector	Corporate Office
Grade	T	Designation	Graduate Engineer Trainee
Department	Material QA/QC	Vertical	Director HC
Office / Unit / Project:	Head Office - 0913		
DOJ	19/04/2021	Effective Date	19/04/2021
Salary Components		**Monthly**	**Yearly**
Basic Pay		11,190	1,34,280
House Rent Allowance		7,460	89,520
Sub Total (A)		***18,650***	***2,23,800***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***20,300***	***2,43,600***

- Medical Insurance for employee plus 5 dependents (which can be Spouse, Children and Parents). Employee - Employer equal share.
- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

Prepared by	Verified by	Approved by
B. Deepak		

16-3C5

Offer: Computer Consultancy
Ref: TCSL/DT20229570979/Mumbai
Date: 09/02/2022

Mr. Subash Hari P
26-4-42,
Gandhinagar,
Vijayawada-520003,
Andhra Pradesh.
Tel# -

Dear Subash Hari P,

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.

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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.

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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.

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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.

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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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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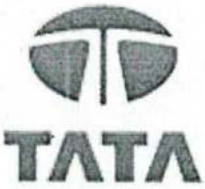

*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- 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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees 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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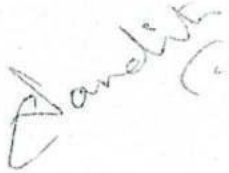
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Subash Hari P**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 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 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. **Working in SBWS Framework:**
Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

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10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(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.

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16-3E6

Offer: Computer Consultancy
Ref: TCSL/DT20229560046/Lucknow
Date: 20/01/2022

Mr. Ravi Shankar Pisini
4-2-90Vaddera Street,
Anjaneya Vagu Center,
Vijayawada-520001,
Andhra Pradesh.
Tel# -7075933318

Dear Ravi Shankar Pisini,

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

16-3C6

Offer: Computer Consultancy
Ref: TCSL/DT20229560046/Lucknow
Date: 20/01/2022

Mr. Ravi Shankar Pisini
4-2-90Vaddera Street,
Anjaneya Vagu Center,
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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.

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 recommended 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.

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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

TATA



18. 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.

19. 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.

20. 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

21. 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.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.

22. 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.

23. 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.

24. 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.

25. 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 Â 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. Â 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 oversees 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

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



GROSS SALARY SHEET

Annexure 1

Name	Ravi Shankar Pisini
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

Annexure 3

Confidentiality and IP Terms and Conditions

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 filling 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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

TATA



10. 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.

11. 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 of 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.

16-3C7

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER AND APPOINTMENT LETTER

Offer Release Date: February 2, 2022

Polagani Raja ashok kumar
Door no: 6-142, Narravari street, ,
Angaluru, Gudlavalleru mandal, Krishna,
Andhra Pradesh, India, 521330

Dear Polagani Raja ashok kumar,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that you have been selected for employment with **HCL Technologies Ltd. (herein referred as "HCL" or "Company")** as **SOFTWARE ENGINEER** at band E1.

Your date of joining in HCL will be considered as **February 3, 2022** for all employment related purposes.

You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in Annexure 1. The compensation will be effective from **February 3, 2022** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter.

Annexure I provides details on the various salary components and benefits that we offer you as a part of the HCL family.

The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.

Welcome to our Organization! We look forward to a mutually fruitful association.

For **HCL Technologies Ltd.**

SIGNATURE OF EMPLOYEE:

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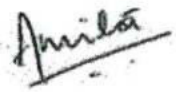

Amrita Das

Vice President, Head-Global Rewards

I accept the offer and related terms and conditions. I will join by _____

Name: _____ **Signature:** _____ **Date:** _____

SIGNATURE OF EMPLOYEE:

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ANNEXURE I

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

VARIABLE PAY

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The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Pay-out of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

- **Medical Insurance:** Some of the salient features of the Group Health Medical Insurance policy are as follows
    - The policy covers Hospitalization expenses and Maternity expenses.
    - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
    - The premium payable depends on the dependants declared.
    - The hospitalization coverage limit will be same as defined in compensation structure.
    - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
    - You may refer 'Medical Insurance policy' for further details.

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- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

  Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

  *The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in

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any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.
Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

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ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. **Location**

Your place of work will be located at **Chennai**

2. **Medical Check up**

Your employment is subject to you being declared medically fit by the company doctor.

3. **Increments and promotions**

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining the Company. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

4. **Notice Period/ Separation**

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **three months** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.
On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

5. **Agreements**

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
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You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the 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 as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

6. Background Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

7. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

8. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to
any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

9. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will

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cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

10. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

11. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

12. Company Medical/ ESIC

You and your family (spouse, dependent children, and dependent parents) will be covered under comprehensive Medical Insurance scheme/ESIC as per the Company policy.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.

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e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCLT as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCLT, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCLT to take appropriate disciplinary action which may lead & include upto termination of your employment with HCLT.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL Technologies Ltd. The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

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Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification** - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification** - Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)		
S. No	**Document Name**	**Number of Photocopies**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1

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3	Passport –Front copy only - for Name & DOB proof.	1
4	10th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

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Annexure IV

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	**Mondays and Thursdays**: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) **Tuesdays, Wednesdays and Fridays**: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd,Surya Saphire, Plot#3, 1St Phase, Hosur Road, Electronic City Banglore-560100
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102

This offer and Appointment letter with all the enclosures of Annexures is completed in all respects and it is clearly understood and agreed that there is no other commitment or understanding. The above mentioned commitment will not be paid if it is not claimed within 6 months of joining.

For **HCL Technologies Ltd.**

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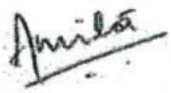


Amrita Das

Vice President, Head-Global Rewards

Date:

SIGNATURE OF EMPLOYEE:

Name : S. Venkata Reddy

16-3D6

Offer: Computer Consultancy
Ref: TCSL/CT20192723550/Hyderabad
Date: 13/09/2019

Mr. Satti Venkata Reddy
10-37-4Bharat Gas Office Road,
Bhagyalakshmipet,
Tadepalligudem-534102,
Andhra Pradhesh.
Tel# 91-9059858033

Dear Satti Venkata Reddy,

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 **₹3,36,875/-** 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 &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

16-307

Offer: Computer Consultancy
Ref: TCSL/DT20229752162/Lucknow
Date: 03/02/2022

Mr. Shaik Basheeruddin Khasim
19/691-5-1,Circarthota,Chilikapudi,Machilipatnam,
Machilipatnam,
Machilipatnam-521001,
Andhra Pradesh.
Tel# -

Dear Shaik Basheeruddin Khasim,

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.

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

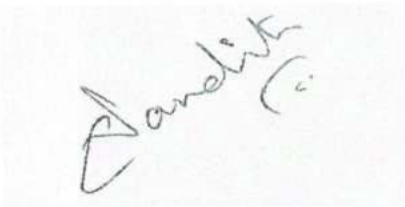
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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



GROSS SALARY SHEET **Annexure 1**

Name	**Shaik Basheeruddin Khasim**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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16 - 3D9

CA-One

Provisional Offer Letter

Date: 24-Jan-2022

To

Mr.VAMSI SINGAVARAPU

vamsisingavarapu12@gmail.com

Dear Vamsi,

We are pleased to offer you the full-time Opportunity **Software Engineer** at **CA-One India** with a tentative start day on 27 Jan 2022, contingent upon a background check and completion of the Background check.

The starting annual Compensation CTC for this position is **Rs 5,50,000/-** (Rupees Five lakh fifty thousand per annum) to be paid every month by direct deposit to your bank account. Following is the brief of your salary breakup structure

Component	Monthly Component (INR)	Annual Component (INR)
	Rs	Rs
Basic Salary	18333.33	220,000.00
House Rent Allowance	7333.33	88,000.00
Conveyance Allowance	1600.00	19,200.00
Mobile and Internet Allowances	2000.00	24,000.00
Other Allowances	13960.33	167,524.00
Employer PF contribution	1800.00	21,600.00
Medical Insurance company contribution		9,676.00
Total CTC	**45,027.00**	**550,000.00**

PT, PF and TDS will be deducted as per the Govt. rates from the CTC.

By signing and returning this letter, you will confirm your acceptance of the offer. Would you please respond no later than 25th Jan 2022.

CA-One

After you have accepted this Provisional offer letter, a detailed offer letter will be sent to you along with the confirmed date of Joining. Only after acceptance of a detailed offer letter will your employment be confirmed with CA-One India.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

Sincerely,
Signature: Sathyakala
Printed Name: CA-One India HR Department
Date: 24-01-2022

I read and accept the same.

S. Vamsi VAMSI SINGAVARA 01 / 24 / 2022

HELLOSIGN

Audit trail

TITLE	Congratulations!! Provisional offer letter from CA-One India...
FILE NAME	VAMSI SINGAVARAPU...offer letter.docx
DOCUMENT ID	1d58460a64c23327411ce0a54aabbdbdb2063762
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	• Signed

Document history

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SENT	**01 / 24 / 2022** 07:37:18 UTC	Sent for signature to Sathyakala Dhinesh (sathyakalad@ca-one.com) and VAMSI SINGAVARAPU (vamsisingavarapu12@gmail.com) from sathyakalad@ca-one.com IP: 103.103.8.180
VIEWED	**01 / 24 / 2022** 07:47:48 UTC	Viewed by Sathyakala Dhinesh (sathyakalad@ca-one.com) IP: 103.164.240.114
SIGNED	**01 / 24 / 2022** 07:48:27 UTC	Signed by Sathyakala Dhinesh (sathyakalad@ca-one.com) IP: 103.164.240.114
VIEWED	**01 / 24 / 2022** 07:52:26 UTC	Viewed by VAMSI SINGAVARAPU (vamsisingavarapu12@gmail.com) IP: 43.239.200.73

HELLOSIGN

Audit trail

TITLE	Congratulations!! Provisional offer letter from CA-One India...
FILE NAME	VAMSI SINGAVARAPU...offer letter.docx
DOCUMENT ID	1d58460a64c23327411ce0a54aabbdbdb2063762
AUDIT TRAIL DATE FORMAT	MM / DD / YYYY
STATUS	• Signed

Document history

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SIGNED	**01 / 24 / 2022** 08:36:24 UTC	Signed by VAMSI SINGAVARAPU (vamsisingavarapu12@gmail.com) IP: 157.47.72.213
COMPLETED	**01 / 24 / 2022** 08:36:24 UTC	The document has been completed.

16-3E3

Offer: Computer Consultancy
Ref: TCSL/DT20218656160/Kolkata
Date: 20/11/2021

Mr. Vardhan Babu Surisetty
2/45 Manginapudi,
Manginapudi,
Machilipatnam-521002,
Andhrapradesh.
Tel# -

Dear Vardhan Babu Surisetty,

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.

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Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/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

16-307

Offer: Computer Consultancy
Ref: TCSL/DT20229563743/Lucknow
Date: 20/01/2022

Mr. Thota Hemanth Kumar
Door Number 19/264Chilakalapudi,
Pandurangaswamy Temple,
Machilipatnam-521001,
Andhra Pradesh.
Tel# -

Dear Thota Hemanth 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.

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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.

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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.

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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.

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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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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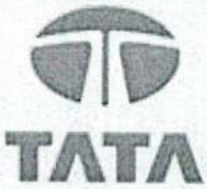

months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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*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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees 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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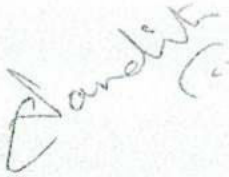
Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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TATA

GROSS SALARY SHEET

Annexure 1

Name	Thota Hemanth Kumar
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Nuhmber 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

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10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(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.

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16-3E9

Offer: Computer Consultancy
Ref: TCSL/DT20229767844/Lucknow
Date: 03/02/2022

Mr. Ayyappa Tummadapu
14-247Chakali Bazar,
Jaggayyapet,
Jaggayyapet-521175,
Andhra Pradesh.
Tel# -

Dear Ayyappa Tummadapu,

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.

TATA CONSULTANCY SERVICES
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
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16-3F3

Offer: Computer Consultancy
Ref: TCSL/DT20229559868/Lucknow
Date: 20/01/2022

Mr. Venkata Sai Phani Ku Veerla
2-68/AVellaturu,
Vellaturu,
Vijayawada-521229,
Andhra Pradesh.
Tel# -

Dear Venkata Sai Phani Ku Veerla,

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.

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V.V. Sai Phani Kumar

16-3F3

Offer: Computer Consultancy
Ref: TCSL/DT20229559868/Lucknow
Date: 20/01/2022

Mr. Venkata Sai Phani Ku Veerla
2-68/AVellaturu,
Vellaturu,
Vijayawada-521229,
Andhra Pradesh.
Tel# -

Dear Venkata Sai Phani Ku Veerla,

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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V.V. Sai Phani Kumar

Payslip
MAR 2022

TATA CONSULTANCY SERVICES

MR. VENKATA SAI PHANI KUMAR VEERLA

Employee Details				Payment & Leave Details							Location Details	
Emp No.	2278235			Bank Name	ICICI Bank						Location	Hyderabad - Non STP
Grade	Y	UAN	--	Acc No.	630601173756						Base Br.	TCS - HYDERABAD
PAN	BYRPV8826M			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	0.00	SL	1.19	CL	0.84	WON/SWON	1009409

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary	6,336.00	14,784.00	Provident Fund	1,774.00
House Rent Allowance	2,534.00	5,914.00	Arrears Provident Fund	760.00
Leave Travel Allowance	528.00	1,232.00	Professional Tax	200.00
Miscellaneous		1,124.00	Health Insurance Scheme Premium	266.00
City Allowance	86.00	200.00		
Total Earnings (Current + Arrears)		32,738.00	Total Deductions	3,000.00

Retirals as on Month end	Provident Fund*
	3,308.00

Net Pay (INR)	29,738.00

*inclusive of provisional interest and in PF balance displayed above, Non Repayable withdrawals processed after 25th of the month are not adjusted.

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	32,328.00	Net Tax Income r/o		80C	2,534.00
Deductions under Sec 16	32,328.00	Total Tax Payable		80D	266.00
Chapter VIA relief	0.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Investment Description				Exemption Considered*	
PF Contribution	2,534.00				
80D-Medical Premium	266.00				

Misc Breakup

Component Description	Amount
Internet Expense Reimbursement	410.00
Food Card adjustment	714.00
Total	1,124.00

Arrears Breakup

For Month-Year	FEB-22	Total
Basic	6,336.00	6,336.00
House Rent Allowance	2,534.00	2,534.00
Leave Travel Allowance	528.00	528.00

16-3f6

GREPTHOR
SOFTWARE SOLUTIONS PVT LTD

Date: 14-01-2021,

To,

Mr YAKASIRI MOSHE

Dear YAKASIRI MOSHE,

Welcome to Grepthor software solutions pvt ltd.

Congratulations! We Welcome you on Board

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with **GREPTHOR SOFTWARE SOLUTIONS PVT LTD.** It is my pleasure to extend the following offer of employment to you on behalf of Grepthor software solutions pvt ltd. If you accept this offer you will be designated as **SOFTWARE DEVELOPER with effect from 18-01-2021 and you will join us at our office.**

This offer will be subject to the Standard Terms and Conditions of Employment by Grepthor software solutions and also will be governed by the policies, rules and guidelines of the Company. You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Noncompetition Agreement when you join the employment of the Company.

The overall CTC offered to you is INR 2,40,000.00 per annum.

This offer of employment with Grepthor software solutions pvt ltd is subject to the successful verification of information provided by you.

By accepting this offer you are also confirming that : -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions
2. There are no contractual obligations with respect to your earlier contracts that would

prevent you from delivering your responsibilities with the Company or taking up this position with this Company

3. Grepthor software solutions pvt ltd is not liable for any past dues owed by you as part of the termination of any previous employments.
4. You are not bringing in any Intellectual Property that you do not have sole ownership of. This offer will be valid for 2 weeks from the date of this letter. If this offer of employment is acceptable to you, please let us know your acceptance of employment by confirming via email or telephone within 1 week of receiving this letter and providing a signed copy of this document by post. If we do not hear back from you within this period this offer will be deemed to be canceled and we are not obliged to hold the position open for you.

If you accept this offer you are required to join on 18-Jan-2021 and reporting will be **on 18-Jan-2021 at 11: 45 AM. If you are unable to report for joining on the said date you are** requested to inform the company in writing. The following documents are required to be produced at the time of joining. Please provide Originals and self attested photostat copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers.
2. Salary slip or salary certificate from most recent employer
3. Experience Certificate from all previous employers
4. Proof of Academic Qualification (Class 10th Equivalent and above):
    - 10th & 12th mark lists
    - Under graduate / degree mark list and degree certificates
    - Post graduation mark list and degree certificates (if any)
    - Other qualifications - mark lists and certificates (if any)
5. Proof of identity i.e. [PAN card/Driving license/Electoral card/Aadhar card/Passport]
6. Photographs (3 copies)

GREPTHOR
SOFTWARE SOLUTIONS PVT LTD

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benet. We hope you will nd this offer acceptable and wait to welcome you to the Grepthor software solutions pvt ltd family.

Best Regards

APPENDIX A

Employment Terms and Conditions

Profile Verification

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or false at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.

Employee Duties and Responsibilities

You will be starting at the Company at the designated position as per the Offer Letter. However you will be expected to perform the duties and responsibilities of the roles that will be assigned to you from time to time by the Company.

You will be expected to display high levels of initiative and efficiency in your work. You are also expected to perform your duties and responsibilities meticulously and to the best of your capabilities and to the satisfaction of the Company. You are expected to shown this level of commitment for tasks that are part of your job prole and also any other task that you would be reasonably expected to perform during your employment with the Company.

It is your responsibility to ensure quality output in all activities that you engage in either directly as an individual or as a team member/leader. As a full time employee you shall devote your time and capabilities for the discharge of your duties and responsibilities. You also agree to not engage in commercial activities that could connect with your time and availability for delivering your responsibilities with the Company during your employment with the Company. You are however free to engage in not-for- profit activities while you are not under official duty and outside of your office hours.

CTC - Allowances, Gratuity, Taxes, Insurance

The CTC agreed upon by this contract will be inclusive of your PF, allowances, gratuity, insurance and any associated components. You will have the option to discuss the percentages of these components with the Company.

Performance Bonus

The company at its discretion will be providing performance bonuses to employees based on the individual performance of the employee and also on the performance of the company.

Tax

You will bear the implications of the tax liabilities owed to the government and local authorities by you through this employment.

Increments and Promotions

Your career path in the company will depend solely on your performance and your capability. Your individual performance will be reviewed on a regular basis by your managers and by your peers providing the criteria for your increments and promotions. Regular performance reviews will be conducted every six months.

Quality Matters

You will be required to learn the processes being followed at Grepthor software solutions pvt ltd from time to time and comply with the quality standards that are being enforced as part of these processes. Your adherence to these quality standards and your general attitude towards quality will be an important parameter used in evaluating your performance.

Expenses and Reimbursement

You will be reimbursed necessary and reasonable out-of-pocket expenses incurred by you as part of delivering your responsibilities subject to submission of bills/tickets or associated documents and approval of the same by the Company.

Travel

You may also be required to travel as part of your employment. You will be intimated ahead of time to give you sufficient time to prepare for this.

Posting / Transfer

Although your first posting is as per the Offer Letter you are liable to be posted to any department / office of the Company or its partners or customers in India or abroad as required by your job prole and needs of the business at the discretion of the company.

Medical

Company may decide to terminate your employment based on valid medical advice that you have become physically/mentally incapacitated to such an extent that you are unable to deliver the responsibilities entrusted to you.

Working Hours, Holidays and Leave

Normal working hours of the company are 9:30AM to 5PM Monday to Friday. Saturday and Sunday are holidays. Employees are provided with the opportunity to take 12 paid leave every year accrued at the rate of 1 leave per month. The company also provides 12 annual holidays announced at the beginning of every year. Except for emergencies and medical reasons leave will be granted only on 3 days prior notice and approval by your managers.

Intellectual Property Rights

The company will retain ownership of all intellectual properties generated during the course of your employment as part of your duties or associated responsibilities. All intellectual property rights on all 'works' (as per Copyright Act, 1957 and subsequent amendments) generated or modified by you individually or as part of a team during the course of your employment and as part of your employment will be wholly vested in the company. By this contract you have also undertaken to sign any associated documents to further confirm the above ownership. Unless permitted by an explicit agreement you are also bound to keep such matters confidential and shall use such 'work for the sole benefit of the Company as required by your employment.

Non Solicitation

During your employment with Grepthor software solutions pvt ltd and for a year thereafter you shall not solicit any employee of the Company to leave their employment in order to join another company or provide services to another company/person/entity which is not affiliated to Grepthor software solutions pvt ltd. You shall also not directly or indirectly on behalf of another person or entity solicit or entice any customers or potential customers away from the company.

Non Disclosure

You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and

not divulge or communicate in any manner, any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered a serious misconduct and breach of the terms of your employment.

Non Compete

By joining this company in the designated position you hereby agree to not engage in any competing activity or business during the course of your employment and thereafter for a period of 1 year after the termination of your employment with the company. This does not however prevent the employee from seeking employment in other IT companies after termination of employment with Grepthor software solutions pvt ltd.

Training

The company may select and offer training for employees at the company location or outside at its own discretion. You will be required to attend these trainings and assignments

Personal Information

It is the responsibility of the employee to keep their personal contact information up to date with company and also to notify duly any changes thereof. Additionally you will also be required to update the company of changes in your civil or marital status

Termination

On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company:

1. any material items belonging to the Company per inventory, and all non material items in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information)..
2. any physical company documents that you may have in your possession You are also bound to repay any and all outstanding debts or loans due to the company and the company is hereby authorized to deduct from any payments due to the employee the amount due to the company.

You will also be bound by any previous confidentiality, non-disclosure or non-compete agreements that you had signed as part of your employment until the individual termination of such contracts.

Breaches and violations

Over and above the terms mentioned in this document you are also liable for disciplinary action including and not limited to warnings, suspensions, demotion, denial of promotion or increments for violations of codes of conduct and company policies. The said policy and related company manuals shall be treated as part and parcel of this Agreement. The company reserves the right to modify/amend terms and conditions, and will notify employees of the same. The company may also decide to terminate employment subsequent to disciplinary action and proper investigation.

Other Rules and Regulations

During employment you are subject to rules and regulations and policies of the Company as made applicable by the company and revised at the company's discretion from time to time, irrespective of whether such details are individually notified to you. You are requested to keep yourself up-to-date with such information from the company intranet/company manual. You will also be liable to face action from the company if you are found in violation of these.

Notice Period

A notice of 3 months is required during the first year of your employment with the company by either party to terminate this contract. In subsequent years either party may terminate the contract with a notice period of 1 month. Notice period is considered to start from the point the termination letter is received by the manager. However when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect.

Warranty

You represent and warrant to the Company that the terms and conditions of your employment are legal, valid and binding upon you and acceptance of the same by you and the performance of your obligations pursuant to your employment by the Company does not and will not constitute a breach of, or contact with the terms or provisions of, any agreement or understanding to which you are a party (including, without limitation, any other employment

agreements).

Jurisdiction

Your employment shall be governed by and construed in accordance with the laws of India and the courts of Telangana/Hyderabad shall have jurisdiction, to the exclusion of any other Courts that may have jurisdiction to decide any dispute arising from or in connection with your employment with the Company or any of the terms and conditions of your employment with the Company.

Amendments

The Company, at its discretion, may alter, replace or annul any of the above, should circumstances so warrant either as a result of statute or otherwise. All changes will duly be updated on the company intranet and will be duly notified to the employees through proper channels.

17485A0301

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0961/2020-21

Date: 03/10/2020

Mr. Shaik Maheen
H No: 6-36-2, Mudinepalli,
Krishna, A.P, Pin: 521325
Mobile No: 8919754562
Email Id: shaikmahee9@gmail.com

Dear Mr. Shaik Maheen

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at WSP Ganga Water Lift Project Phase I - 3188, Bihar to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,35,800/- (Rupees Two Lakh Thirty Five Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/5/2020

D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Shaik Maheen	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	WSP Ganga Water Lift Project Phase I - 3188		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**

Salary Components	**Monthly**	**Yearly**
Basic Pay	10,800	1,29,600
House Rent Allowance	7,200	86,400
Sub Total (A)	***18,000***	***2,16,000***
Annual Benefit *		
Bonus	1,400	16,800
Other Benefits*		
Medi-claim Employer Share	250	3,000
Fixed Total Cost to the Company (B)	***19,650***	***2,35,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

B. Deepak	A Chandrasekhar	03/10/2020
Prepared by	**Verified by**	**Approved by**

STRICTLY PERSONAL

17-L-302

Name: A EC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. R.T.Gopala Ajay.

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM.**

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training.** It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,
For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

PROCEEDINGS OF REGIONAL DIRECTOR OF MUNICIPAL ADMINISTRATION & CHAIRMAN,REGIONAL LEVEL COMMITTEE RAJAMAHENDRAVARAM

17485A0307



Present : Sri / Smt K RAMESH (FAC)

Roc.No. 487/2020/K/A2/DSC-2020/ **Dated:** 01/12/2020

-:o:-

Sub : Estt-Ward Secretaries - Appointment of **ESUB KHAN** as **Ward Amenities Secretary (Grade-II)** in **KRISHNA** District – Orders – Issued.

Read :
1. G.O. Ms. No. 217 MA & UD Dept., Dt.20.07.2019
2. G.O. Rt. No. 523 MA & UD Dept., Dt. 21.08.2019
3. Recruitment **NOTIFICATION NO. 02/2020, DATED:10.01.2020**
4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.
5. Minutes of the District Level Committee 4337/2020/H1 ,Dt. 28/11/2020
6. Minutes of the Regional Level Committee 15/2020 ,Dt. 30/11/2020

-:o:-

ORDERS :

Consequent upon selection by the District Level Committee and approval of Regional level committee vide reference 5th and 6th read above, Sri/Smt/Kumari **ESUB KHAN** S/o,D/O,W/o **AYUB KHAN** (HT No:**200604006358**) is hereby provisionally appointed as **Ward Amenities Secretary (Grade-II) in KRISHNA DISTRICT** in the existing vacancy subject to the following terms and conditions:

i) That the appointment is purely temporary and is likely to be terminated at any time without prior notice and without assigning any reasons there for.

17-5-311

HCL TECHNOLOGIES LTD.
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OFFER & APPOINTMENT LETTER

Offer Release Date: December 15, 2021

Dear Vadrevu Siva Sankar,
41-13-1,Palaparthi Vari Street,Krishnalanka, Vijayawada,
Andhra Pradesh, India, 520013

Dear **Vadrevu Siva Sankar,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Software Engineer** in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **December 10, 2021** at 9:00 A.M at **Vijayawada.**Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 2,75,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

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Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Limited(2310)

Amrita Das

Vice President, Head-Global Rewards

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Annexure 1

COMPENSATION PLAN	
Name	Vadrevu Siva Sankar
Band	E1
Designation	Software Engineer
City	Vijayawada
Monthly Components (in INR)	
Basic Salary	13,750
House Rent Allowance	4,115
Advance Statutory Bonus	2,160
TOTAL: Monthly	20,025
TOTAL: Monthly Components: Annualized	**2,40,300**
Retirals & Other Benefits (in INR)	
Provident Fund	19,800
Medical Insurance Premium/ESIC	6,967
Gratuity	7,933
TOTAL : Retirals	**34,700**
Variable Components (in INR)	
Performance Bonus (in Rs.)	-
Engagement PB (paid monthly) @ 100% achievement levels	-
TOTAL: Variable Components	-
COST TO COMPANY	**2,75,000**
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	-
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000

NOTE:
1. Flexi Basket is only applicable in E2+ employees
2. All salary components are governed by the company policies and statutory guidelines.
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.
4. Any personal tax liability arising out of compensation will be borne solely by the employee.
5. Gratuity to be payable as per act

ANNEXURE II

Welcome aboard...

Signature of Employee:

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It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting – Vijayawada.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

4. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

5. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

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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 as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

6. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection.• In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

7. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

8. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

9. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

10. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

11. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

12. Correctness of the Details Furnished

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You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

13. Data Protection:

a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

14. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for

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	courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification** - Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)		
S. No	**Document Name**	**Number of Photocopies**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.

Signature of Employee:

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- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830** IST.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	**Mondays and Thursdays:** Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) **Tuesdays, Wednesdays and Fridays**: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services | Human Resources | Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526|
12	Vijayawada	State Street HCL Services Private LimitedMedha IT Towers,Third Floor,Kesarapalli,Gannavaram,Krishna District 521102. HCL Technologies Ltd, S.No: 20/3, NH-5, Kesarapalli Village, Gannavaram, Vijayawada, Krishna District, Andhra Pradesh- 521102.

ANNEXURE IV

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

- **Disclaimer:**
- ***Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.***

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

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Registered Office: 806,Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.

- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948**.

  Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

  *The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

  *The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: 41-13-1,Palaparthi Vari Street,Krishnalanka, Vijayawada,
Andhra Pradesh, India, 520013
Email ID: sivashankar9963@gmail.com
Telephone Number: 8919621653

Signature of Employee:

1748SA0312

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0962/2020-21 **Date: 03/10/2020**

Mr. Maddala Prasad
H No: 10-45, Gachapu Veedhi, Narsipatnam,
Visakhapatnam, A.P, Pin: 531116
Mobile No: 7730911275
Email Id: prasad391998@gmail.com

Dear Mr. Maddala Prasad

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at WSP Ganga Water Lift Project Phase I - 3188, Bihar to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/10/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Maddala Prasad	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	WSP Ganga Water Lift Project Phase I - 3188		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**

Salary Components	Monthly	Yearly
Basic Pay	9,600	1,15,200
House Rent Allowance	6,400	76,800
Sub Total (A)	***16,000***	***1,92,000***
Annual Benefit *		
Bonus	1,400	16,800
Other Benefits*		
Medi-claim Employer Share	250	3,000
Fixed Total Cost to the Company (B)	***17,650***	***2,11,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

Prepared by	Verified by	Approved by
B Deepak		03rd 2020

17-5-816

QUALITUS PHARMA SOLUTIONS

Qualitus
uality by design
An ISO certified company

OFFER LETTER

Date: 22-02-2022

To,

Present Address
Bonthu Tirumala Babu
Dattu Nagar, Balapur,
Hyd,Telangana-500 005
Contact Number: 80949 90349
Mail-Id-tirumalanani123@gmail.com

Permanent Address
Bonthu Tirumala Babu
KOsuru Movva Mandal,
Krishna DistAP-521 150
Contact Number: 80949 90349

Dear Mr. B. Tirumala Babu,

With reference to the interview you had with us on **16-02-2022**, we are pleased to inform you that your candidature is considered for a placement as **Trainee Engineer** in **Equipment Design Department** in our Organization on the following terms and conditions.

a) Your place of posting shall be at our plant situated at:
#6-219,Sy No. 491 & 492, Gowdavelly Village, Medchal Mandal, R.R District- 501 401

b) Your consolidated annual CTC 2.0 Lac;

c) You will be placed as a probation for 6months from the date of recruitment and after successful completion, your employment shall be regularised as per company norms

d) At the time of joining, you are required to submit the ORIGINAL Documents mentioned in Annexure – 1

e) In case if you leave from the Employment Annexure – 2 shall be applicable

As a token of your acceptance of the Terms and Conditions, you are required to Sign Return a copy of this letter. Please note this offer is valid up to 30 days.

Wishing you a Successful Professional Journey with us
For **QUALITUS PHARMA SOLUTIONS**
Designated Officer Signature:

22-02-2022

V.RAGHAVAIAH
Assistant Vice-President

Qualitus
uality by design
(An ISO certified company)

Annexure-1

1. Educational Certificates (Original)
2. Aadhar & Pan Card (Photocopy)
3. Bond for four years

Annexure-2

1. In case if you fail to continue with us for the period agreed upon, you will be required to pay penalty amount as per mentioned below:

   During Probation Period:
   a. Up to one month - Nil
   b. More than one month less than six months - Rs.40,000/-
   c. More than six months less than one year - Rs.50,000/-

   During the period of regular service:
   a. Less than one year - Rs.75,000/-
   b. More than one year and less than two years - Rs.50,000/-

2. You shall produce one surety for the above said minimum guaranteed period of 4 years with an absolute and unrestricted right to recover the compensation in case you fail to clear the same.

3. Any time during the 6mon period of probation, depending on your progress and performance, your employment may be terminated forthwith or the Probation period may be extended, all at the discretion of the management.

4. You shall fulfil 2 months of Notice period from the date your resignation is formally accepted

DECLARATION BY THE CANDIDATE

I accept the offer of the terms and conditions stated in the offer letter and annexure.
I hereby affirm that I have not been involved in any monetary transactions to obtain this Job Offer.
I hereby state that my joining date is _____

Signature of the Candidate

M485A0320

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0963/2020-21

Date: 03/10/2020

Mr. Batchu Naga Renuka Ramanuja
H No: 1-142, Ramachandrapuram, Avanigadda,
Krishna, A.P, Pin: 521121
Mobile No: 9133659282
Email Id: ramanujabatchu@gmail.com

Dear Mr. Batchu Naga Renuka Ramanuja

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at WSP Ganga Water Lift Project Phase I - 3188, Bihar to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,35,800/- (Rupees Two Lakh Thirty Five Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

23/10/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

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Cost to Company			
Employee Name	Mr.Batchu Naga Renuka Ramanuja	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	WSP Ganga Water Lift Project Phase I - 3188		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		10,800	1,29,600
House Rent Allowance		7,200	86,400
Sub Total (A)		***18,000***	***2,16,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***19,650***	***2,35,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

B. Deepak		03/10/2020
Prepared by	**Verified by**	**Approved by**

17485A0322

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0964/2020-21 **Date: 03/10/2020**

Mr. Alladi Balaji
H No: 61-2-156, Ramalingeswara Nagar,
Krishna, A.P
Mobile No: 9032059181
Email Id: alladibalaji005@gmail.com

Dear Mr. Alladi Balaji

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at WSP Ganga Water Lift Project Phase I - 3188, Bihar to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,35,800/- (Rupees Two Lakh Thirty Five Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

23/10/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Alladi Balaji	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	WSP Ganga Water Lift Project Phase I - 3188		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**

Salary Components	**Monthly**	**Yearly**
Basic Pay	10,800	1,29,600
House Rent Allowance	7,200	86,400
Sub Total (A)	***18,000***	***2,16,000***
Annual Benefit *		
Bonus	1,400	16,800
Other Benefits*		
Medi-claim Employer Share	250	3,000
Fixed Total Cost to the Company (B)	***19,650***	***2,35,800***

- ▶ Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- ▶ Employees posted at sites are eligible for Family accommodation as per policy.
- ▶ Free bachelor accommodation for employees posted as sites.
- ▶ Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- ▶ Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- ▶ Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- ▶ Group Term Life Insurance : As per policy
- ▶ TDS as per IT Act.
- ▶ Gratuity: As per Gratuity Act
- ▶ EPF: As per EPF & MP Act
- ▶ ESI: As per ESI Act
- ▶ Bonus: As per Bonus Act

B. Deepak		03/01/2020
Prepared by	**Verified by**	**Approved by**

17485A0324

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocrat Indl. Estate, Balanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336700 Fax: +91-40-44336800
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0966/2020-21

Date: 03/10/2020

Mr. Mohammad Sharu
H No: 5-66, Masjid Street,Mudinepalli,
Krishna,A.P, Pin: 521325
Mobile No: 7993449835
Email Id: sharumd999@gmail.com

Dear Mr. Mohammad Sharu

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at WSP Ganga Water Lift Project Phase I - 3188, Bihar to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 06/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed / evaluated by the Company and only on satisfactory completion of your initial or extended training period; you will be offered a regular employment with the Company.

3. **Emoluments:** Your annual remuneration will be **Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis** (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the-job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre-employment medical Check-up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for that purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check-up periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

12.3. You are deemed to be in the services of the Company, during the notice period.

12.4. Upon cessation of your association, you are liable to deliver to the Company all documents, tools, plans, drawings, materials, computer disks and other properties of the Company which may be in your possession or under your control, to the person as nominated by the Company and obtain a 'No Objection Certificate' from all departments of the Project Site, upon which only you will be relieved from the services of the Company and your account will be settled.

13. **General:**

13.1. You shall be governed by the Office working hours, Leaves, Standing Orders, Rules and Regulations/Practices and other Service Conditions of the place of business of the Company as applicable and in force from time to time.

13.2. This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any particular/s submitted in the Application Form are found to be false or incorrect, your association with the Company shall be terminable without any prior notice.

13.3. You shall inform the Company about the changes in personal information, if any, like change in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

03/02/2020
D Venkata Ramana Rao
Associate Vice President-HR

ACCEPTANCE OF OFFER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions of the same.

Place:
Date :

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Mohammad Sharu	Sector	Water Management
Grade	T	Designation	Graduate Engineer Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project:	WSP Ganga Water Lift Project Phase I - 3188		
DOJ	**06/10/2020**	**Effective Date**	**06/10/2020**
Salary Components		**Monthly**	**Yearly**
Basic Pay		9,600	1,15,200
House Rent Allowance		6,400	76,800
Sub Total (A)		***16,000***	***1,92,000***
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		***17,650***	***2,11,800***

- Cost of monthly mobile charges and data card/internet charges will be borne by company as per policy.
- Employees posted at sites are eligible for Family accommodation as per policy.
- Free bachelor accommodation for employees posted as sites.
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal Card (optional): Employee can opt meal card as a part of gross salary, in two slabs Rs. 1300/- or 2300 /- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance : As per policy
- TDS as per IT Act.
- Gratuity: As per Gratuity Act
- EPF: As per EPF & MP Act
- ESI: As per ESI Act
- Bonus: As per Bonus Act

B. Deepak		
Prepared by	**Verified by**	03/10/2020 **Approved by**

17-5-328

NVH INDIA ANANTAPUR AUTO PARTS PRIVATE LIMITED

INDIA ANANTAPUR

To

Date: 03-06-2021

Mr. Patha Muni Babu
#2-63,S/O Patha Butchi Babu
Ramapuram,Nandivada Mandal,Ramapuram
Krishna,Andhra Pradesh-521321

Dear Mr. Patha Muni Babu,

Further reference to your application, the Management is pleased to engage you as a **Graduate Engineer Trainee** in **Production Department** on the following terms and conditions in our factory:

1. You will be provided training for a period of 23 months from **03-06-2021 to 02-05-2023** and your training program will automatically cease at the end of the aforesaid period. On successful completion of your training, you will be providing with necessary training program certificate for your academic record.
2. You will be reporting to **Head – Production Department** or the competent authority that you will be informed by your department HOD.
3. You will be paid stipend amount of **Rs.13,000** per month during the period of training.
4. All payments will be prorated to the number of days present i.e., your stipend will be paid based on your daily attendance
5. You shall devote full concentration in the training parted to you, be punctual and if the management feels your performance in training is not satisfactory, it shall be enough cause for termination.
6. During the period of training, if your performance is not satisfied the training facility may be withdrawn at the discretion of the Management without giving any notice.
7. You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.
8. Any matter pertaining to the company or that you may come across during the nature of work shall be kept confidential by you. You will be responsible for the tools and other property given to you during the training and shall be returned in good condition on expiry of the training.
9. During the training, you shall undergo medical examination at the discretion of the management and your continuation in training shall be subject to medical fitness.
10. During the period of training, you shall undergo training in various departments, Branches factories in India or abroad, in parent company or in any other unit where the Management may have interest and the management never assures for any employment obligation on successful completion of the training program imparted to you.
11. You must complete the 23 months training with us to get certificate.

We welcome you to the organization and wish you a fruitful association with us.

This letter is given in duplicate. You are advised to return the duplicate of this letter duly signed as a token of acceptance of the above terms and conditions.

ANANTAPUR

YOGANANDA REDDY

Deputy Manager-HR & Admin

Accepted by

Plot No.14B, APIIC INDUSTRIAL PARK, AMMAVARUPALLI, PENUKONDA,
ANANTAPUR(D), ANDHRAPARADESH
CIN: U29304AP2017FTC106913

17-342

INFOMATRIX
DIGITAL SERVICES

SDQA-JAN22-A23

4/January/2022

Dear Mr. Srikanth Thota,

Congratulations! It is my pleasure to extend the following of employment to you on behalf of The InfoMatrix Digital Services, further to the interview and discussions you have had with us on 4 January, 2022. You are expected to join duty on 5 January 2022.

You are appointed to the position of QA Engineer- Trainee . As QA Engineer - Trainee, your starting monthly remuneration will be Rs 1,80,000 /- C.T.C per annum (One Lakh Eighty Thousand Rupees Only). You will be on a probation period of a three to six month.

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

Offer stands cancelled in case of any deviations in information or if you fail to report to me on or before pre-decided date. I will have to assume that you have not accepted this offer if I do not hear from you before 5 January, 2022.

You will need to submit the scanned copies of the following documents on or before 05 January 2022.

- A copy of your updated resume.
- A copy of your educational certificates (10th, +2, Graduation, Post-Graduation).
- A copy of your PAN card and ID proof (Passport / Voter ID / Driving license).
- A copy of your latest passport sized Photo.

I look forward to an enduring relationship with you.

Regards

G Sri Priya

SriPriya
Sr.Manager - Human Resource
InfoMatrix Digital Services

178343

STRICTLY PERSONAL

Name: GEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. Ch. Praneeth

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ~~annual~~ monthly CTC will be Rs 12,042 /- **The break-up of CTC is attached as Annexure.** + Incentives

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name: Ch. Praneeth

Signature: Ch. Praneeth

Date: 16/09/20

17-343

BigTapp
Tap into actionable insights

BT/HR/EMP/10159
Mr. Praneeth Chitta

Hyderabad

Date: 1-Feb-22

Dear **Praneeth**,

Offer of Appointment

Congratulations and thank you for choosing BigTapp for your career. We are sure that you will find this career mutually rewarding and meaningful.

Further to our discussions, we are happy to offer you a position as Data Engineer
Your appointment is at Chennai at an annual compensation of INR.300000/- (Rupees Three Lakhs Only).
The details of the same are as in Annexure.

The offer has been made to you based on information furnished by you. However, if there is any discrepancy in the documents or certificates given by you as a proof of above we retain the right to review our offer of employment.

Please sign and return duplicate copy of this letter with confirmation of joining date, in token of your acceptance.

We are confident that your contribution will take us further in our journey towards becoming world leaders in analytics business.

We wish you a long and successful career with us.

Yours sincerely,
For BigTapp India (P) Ltd.,

L. Venkata Narayanan
Chief Executive Officer

Acceptance:
I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Name: **Praneeth**

Location:

Dated of Acceptance:

Date of Joining:

Signature

17-5-346

Kalgudi

06-Dec-2021

Dear Motaparthi Tataveer,

Subject: Offer of Employment with Kalgudi Digital Pvt Ltd.

Congratulations on your selection at Kalgudi !

We are delighted to offer you the position of **"Software Engineer Trainee"** at Kalgudi Digital Pvt Ltd (hereinafter "***Kalgudi***"). You will be based in and work from **Hyderabad** however, based on the position's requirements, you may be required to work anywhere in India. Your joining date would be on or before **06-Dec-2021.** Your detailed salary structure is attached as per Annexure 1.

You are requested to furnish true and correct information pertaining to your qualification, experience & other details on the day of joining as per details mentioned in Annexure 2.

A detailed Appointment letter will be issued to you upon confirmation of this position, the company which will state the terms & conditions of your employment with us. Some of the important terms of your employment are as follows:

1. You will abide by all the rules, regulations and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.
2. At the time of tendering resignation you shall be required to give two months notice in writing. Your services in the company shall be terminable by giving two months notice or Basic salary in lieu thereof as per discretion of the management.
3. This offer letter is subject to further conditions that:
    a) Your employment is subject to your approval and signing of our Non Disclosure Agreement (NDA) at the time of joining.
    b) This offer is valid up to **06-Dec-2021** subject to your joining Kalgudi on or before the given joining date.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association.

For Kalgudi Digital Pvt Ltd.

Vallabhaneni

Raj Vallabhaneni
Chief Executive Officer

Kalgudi

IMPORTANT OBSERVATIONS & THINGS TO BE IMPROVED DURING PROBATION

Logic Building skill and Clean code writing to be improved.
Improve Knowledge on Data Structures and Algorithms.

The above mentioned areas need special attention where we would help you improve and suggest you to have special focus during probation.

Annexure -1
Annexure-A: Salary Structure

Name : **Motaparthi Tataveer**
Designation : **Software Engineer Trainee**
Location : **Hyderabad**

FIXED COMPENSATION	Per Month	Per Annum
Basic Salary	10,000	1,20,000
HRA	4,000	48,000
Conveyance Allowance	1,600	19,200
Special Allowance*	2,600	31,200
Employee PF Contribution	1,800	21,600
Total Fixed Compensation (A)	***20,000***	**2,40,000**

All numbers in INR

* Special Allowance includes Statutory Bonus @ 8.33%

★ Probation period is 06 Months.
★ During Probation your compensation is Rs.20000 per month with PF and other deductions as applicable.
★ After the probation period, based on performance your pay may be revised to 3.6 LPA. If it's revised we will provide you a new pay revision letter with details.

For Vasudhaika Agritech Pvt Ltd

Employee:

Raj Vallabhaneni
Chief Executive Officer

Motaparthi Tataveer
Software Engineer Trainee

Kalgudi

Annexure -2

As we are currently on boarding virtually, please send softcopies of all the certificates mentioned below. Please present originals, for verification of the following documents when requested to join physically:

1. **Personal Data:**

    a. Passport
    b. 2 Photographs (Passport size)
    c. PAN No. Details. In case of non-availability of PAN, photocopy of application.
    d. Aadhar card
    e. Mark Sheets and Certificate of Class X & Class XII
    f. Graduation Certificate
    g. Post-Graduation Certificate
    h. Mark sheets for all semesters during Graduation & Post Graduation
    i. Mark sheets and Certificates of Diploma(s)
    j. Mark sheets and Certificates of any training(s) attended
    k. Any other additional diplomas/certificates (Mark-sheets)

2. **Previous Employment Record (If applicable):**

    a. Relieving Letter and Work Experience Certificate from all previous employer(s) showing duration of employment, projects worked and technology used (where ever possible)
    b. Copy of the resignation letter
    c. Salary slip/ certificate from the last employer
    d. PF Account No., Regd Address of PF Trust / Commissioner for last 2 companies Income Tax
    e. Form 16/ TDS certificate from ex-employer
    f. Tax Computation Sheet/Provisional Form 16 for the current financial year.

***For* Vasudhaika Agritech Pvt. Ltd.**

Raj Vallabhaneni
Chief Executive Officer

17-350

Offer: Computer Consultancy
Ref: TCSL/DT20219185714/Lucknow
Date: 21/12/2021

Mr. Deepak Venkata Kumar Konijeti
12/159, Neelamahal Back Street12/159, Patimeedha,
Patimeedha,
Gudivada-521301,
Andhra Pradesh.
Tel# -

Dear Deepak Venkata Kumar Konijeti,

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.

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

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/1, Vibhuti Khand, Gomti Nagar Extension, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 [illegible] Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 [illegible] 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 / 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.

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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

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.

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 Servicecline: 1800 209 3111 Email: 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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/1, Vibhuti Khand, Gomti Nagar Extension, 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 3121 (toll free)

GROSS SALARY SHEET

Annexure 1

Name	
Designation	
Institute Name	

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary		408
Bouquet Of Benefits #		752
2) Performance Pay**		
Monthly Performance Pay		
Quarterly Variable Allowance*		
3) City Allowance		
4) Annual Components/Retirals		
Health Insurance***		7,900
Provident Fund		
Gratuity		
Total of Annual Components & Retirals		
TOTAL GROSS		

Refer to Table 2 for TCSL defined Structure. In case you wish not
defined Structure as given in Table 2 will be applic
* Amount depicted will be paid-out on a quarterly
**The Performance Pay is applicable upon succes
*** For HIS - Note that Rs. 7900 if the employee is
then Rs. 3,900/- per beneficiary needs to be adde

Xperience Program.
m.
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Table 2: TCSL defined structure for BoB (All Components in

Component Category	M	
House Rent Allowance		
Leave Travel Assistance		
Food Card		
GROSS BOUQUET OF BENEFITS		1,752

TATA CONSULTANCY
Tata Consultancy Services
1/1, Vibhuti Khand, Gomti Nagar
Tel: 91 522 666 1001 Fax:
Registered Office Nirmal Building
TCS Careers Servicelin

CYIENT

17-352

Date: 30-Jul-2021

Personal & Confidential

SAMMETA BALA MURALI KRISHNA (C421191)

Offer of employment

Dear SAMMETA BALA MURALI KRISHNA ,

At Cyient we strive to provide comprehensive solutions that help our clients achieve their operational and business goals.

We are poised to take flight and enter a whole new trajectory of growth and delighted to offer you the position of Design Engineer (BAND B as per our internal levels), to join Cyient (referred to as Cyient or the Company) in this journey.

This offer is subject to your acceptance of the attached terms and conditions, please mail your acceptance of this offer to initiate the on-boarding process

Training & Compensation: You will be provided on-the-job training for the first 6 months and during this period of time you will be eligible for a stipend of INR 15,000 per month.

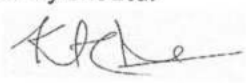
On successful completion of the training, you will be placed on assignments under probation for six months, with a Gross annual package of INR 3,25,000 detailed out in Annexure 1 subject to the terms and conditions attached.

Start date: On or before 23-Jun-2021

Place of Work: Hyderabad, Manikonda
Address: Plot No. 2, IT Park
Nanakramguda, Gachibowli
Hyderabad- 500032
Telangana

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need any clarification, please contact Nishanth Mankali from the Campus Connect Team at Nishanth.Mankali@cyient.com.

For Cyient Ltd.



Keerthi Rannore
General Manager - HR

Annexures:
1) Compensation Structure Details (if applicable)
2) Instructions for onboarding
3) Terms and conditions

Internal Reference: JR-021604

CYIENT

Annexure - 1

Compensation Structure of SAMMETA BALA MURALI KRISHNA , Design Engineer (BAND B)

Monthly Components	**Monthly**	**Annualized**
Basic Pay	12,604	1,51,248
HRA	5,021	60,252
Advance Bonus*	2,600	31,200
Gross Monthly Salary	**20,225**	**2,42,700**
Statutory Components		
Company's contribution to ESI (3.25% of Gross Pay)		6,875
Company's contribution to PF(12% of Basic)		18,150
Gratuity(@ 4.81% of Basic pa, on completion of 5 yrs)		7,275
Cost to the Company**		**2,75,000**

Deferred bonus – On successful completion of probation you will be confirmed and eligible for a bonus of INR 50,000 per annum for a period of two years. The bonus amount of RS.1,00,000 will be disbursed after completion of two years. You will need to be active as on the date of payout to be eligible to receive the combined amount of 1,00,000 INR bonus for the 2 years. Associates serving notice period will not be eligible to receive the deferred bonus.

Gross compensation per annum : ₹3,25,000 (Rupees Three Lakh Twenty Five Thousand Only).

*** Advance bonus is an advance payment towards statutory bonus payable under Payment of Bonus Act. At the end of the relevant FY once the bonus is declared by the company the payout will be adjusted towards Statutory bonus payable**

***** The company reserves the right to alter the salary structure and make changes in the overall CTC to accommodate any changes in the regulatory provisions or company policies.***

For Cyient Ltd.

Keerthi Rannore

General Manager - HR

Internal Reference: JR-021604

17-5-356

AZAD

AZAD ENGINEERING PVT LTD
90/C,90/D, PHASE-1,I.D.A. JEEDIMETLA, HYDERABAD - 500055

Payslip for the month of JANUARY - 2022

EMPLOYEE CODE	3090	EMP NAME	CHILLIMUNTHA KRISHNANJANEYULU	UAN NO.	101694688911
DIVISION	ENERGY	UNIT	III	BANK A/C NO.	45277818
DEPARTMENT	ENGINEERING	DATE OF BIRTH	25-Aug-1998	ESIC / INSURANCE NO.	5217716837
DESIGNATION	TRAINEE	GENDER	MALE	AADHAR NO.	475196639800
DATE OF JOINING	03-Aug-2021	E-MAIL ID	chkrishna567@gmail.com	PRESENT DAYS	31

EARNINGS	AMOUNT (INR)	DEDUCTIONS	AMOUNT (INR)
BASIC SALARY	5,500	EMPLOYEE PF	660
HOUSE RENT ALLOWANCE	4,000	ESIC	72
\SHING ALLOWANCE	500	INCOME TAX	-
TOTAL GROSS	10,000	PROFESSIONAL TAX	-
EARNED GROSS	10,000	ADVANCES	-
VEHICLE ALLOWANCE	-	SHOE / UNIFORM / ID CARD DEDUCTIONS	-
FUEL ALLOWANCE	-	CANTEEN	-
OTHER ALLOWANCES	-	INSURANCE	-
SPECIAL INCENTIVE	-	ICICI MULTI WALLET CARD	-
PRODUCTION / PERFORMANCE INCENTIVE	-	OTHER DEDUCTIONS	-
TOTAL EARNINGS	10,000	TOTAL DEDUCTIONS	732

NET PAY	₹ 9,268.00	IN WORDS:	RUPEES NINE THOUSAND TWO HUNDRED SIXTY EIGHT ONLY

CASUAL LEAVES OPENING BALANCE	2	CASUAL LEAVES UTILISED	1	CASUAL LEAVES CLOSING BALANCE	1
EARNED LEAVES OPENING BALANCE	-	EARNED LEAVES UTILISED	-	EARNEDLEAVES CLOSING BALANCE	-
TOTAL LEAVES	2	TOTAL LEAVES UTILISED	1	TOTAL LEAVE BALANCE	1

Note: Other Allowances Includes Room Rent/ Children School Fee as per CTC Structure and Arrears

This is a computer-generated document. No signature is required.

nucleus

ISO 9001 : 2015 CERTIFIED

28th February 2020.

To,

Mr. SAI KRISHNA KOTA,
Training & Placement Officer,
Gudlavalleru Engineering College,
Seshadri Rao Knowledge Village,
Gudlavalleru, Krishna Dist,
Andhra Pradesh – 521 356.

Dear Sir/Madam,

I am pleased to extend the following offer of employment on behalf of Nucleus Satellite Communications Madras Pvt Ltd. I have furnished the selected candidate list below.

S.NO	NAME	QUALIFICATION	DOJ	DESIGNATION	CTC (INR)
1	MATTA PRUDHVI RAJ	B.TECH (EEE)	05.03.2020	GET	14,841.00
2	RAJA YASWANTHA SOMESWARA RAO	B.TECH (EEE)	05.03.2020	GET	14,841.00
3	CHAGANTI MOHITH SAI KUMAR REDDY	B.TECH (MECH)	05.03.2020	GET	14,841.00
4	EEGALAPATI GOPI	B.TECH (MECH)	05.03.2020	GET	14,841.00
5	GUDIMETLA SHANMUKHA BULLI VEERA SWAMY	B.TECH (MECH)	05.03.2020	GET	14,841.00
6	ISUKAPALLI VENKATESWARA RAO	B.TECH (MECH)	05.03.2020	GET	14,841.00
7	THOTA SRIKANTH	B.TECH (MECH)	05.03.2020	GET	14,841.00
8	KARANI NITHISH KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
9	KANCHERLA SAI KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
10	MALLAMPALLI VENKATA NAGA SAI TEJA	B.TECH (MECH)	05.03.2020	GET	14,841.00
11	MOHAMMAD ABDUL KHADAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
12	MOHAMMED AFREED	B.TECH (MECH)	05.03.2020	GET	14,841.00
13	KOMMALAPATI SAI KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
14	VADREVU SIVA SANKAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
15	DAGANI SUDHAKAR BABU	B.TECH (MECH)	05.03.2020	GET	14,841.00
16	SINGAVARAPU VAMSI	B.TECH (MECH)	05.03.2020	GET	14,841.00
17	SYED ISMAIL	B.TECH (MECH)	05.03.2020	GET	14,841.00
18	TADIPARTHI VIJAY KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
19	THOTA HEMANTH KUMAR	B.TECH (MECH)	05.03.2020	GET	14,841.00
20	VUKOTI RAVI TEJA	B.TECH (MECH)	05.03.2020	GET	14,841.00
21	GONGATI GOPI BABU	B.TECH (MECH)	05.03.2020	GET	14,841.00
22	GAYAM RAVINDRA REDDY	B.TECH (EEE)	11.05.2020	GET	14,841.00
23	ADAPA SAI SWAROOP	B.TECH (EEE)	11.05.2020	GET	14,841.00
24	VARIKUTI ABHILENDRA	B.TECH (EEE)	11.05.2020	GET	14,841.00
25	AMPOLU RAMESH	B.TECH (MECH)	11.05.2020	GET	14,841.00
26	MOTAPARTI TATAVEER	B.TECH (MECH)	11.05.2020	GET	14,841.00
27	BONTHU TIRUMALA BABU	B.TECH (MECH)	11.05.2020	GET	14,841.00
28	POLAGANI RAJA ASHOK KUMAR	B.TECH (MECH)	11.05.2020	GET	14,841.00
29	VUYYURU AJAY	B.TECH (MECH)	11.05.2020	GET	14,841.00
30	YENDURI ASHOK KUMAR	B.TECH (MECH)	11.05.2020	GET	14,841.00

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31	VEERANKI NAGA SANDEEP	B.TECH (MECH)	11.05.2020	GET	14,841.00
32	BATCHU VIKRAM PRASAD	B.TECH (MECH)	08.06.2020	GET	14,841.00
33	CHAGARLAMUDI VAMSI KRISHNA	B.TECH (MECH)	08.06.2020	GET	14,841.00
34	CHITTURI TEJA SAI MANIKANTA KUMAR	B.TECH (MECH)	08.06.2020	GET	14,841.00
35	DAKARAPU VINAYA BABU	B.TECH (MECH)	08.06.2020	GET	14,841.00
36	JANNU HARIKRISHNA	B.TECH (MECH)	08.06.2020	GET	14,841.00
37	KONAKALA YASWANTH THIRUPATHI RAO	B.TECH (MECH)	08.06.2020	GET	14,841.00
38	MANCHIKANTI CHANDRA LOKESWARA REDDY	B.TECH (MECH)	08.06.2020	GET	14,841.00
39	MOKA NAVEEN	B.TECH (MECH)	08.06.2020	GET	14,841.00
40	SURARAPU BHANU TEJA	B.TECH (MECH)	08.06.2020	GET	14,841.00
41	JALDULA ANIL	B.TECH (MECH)	08.06.2020	GET	14,841.00
42	VENKATA GNANA MADHAVA RAO NUKALA	B.TECH (MECH)	08.06.2020	GET	14,841.00

If you have any questions or need additional information, please don't hesitate to contact me by email karthikeyan.p@nucsat.com.

Sincerely,

For Nucleus Satellite Communications M Pvt Ltd.,

NUCLEUS SATELLITE COMMUNICATIONS MADRAS PVT. LTD. nucleus

Karthikeyan P

Manager -HR

meil

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technical Hub, Plot 4, Hatanagar, Hyderabad-500037, Telangana, INDIA
Tel: +91-40-44336200 Fax: +91-40-44336800
Email: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0966/1920-21 Date: 08/10/2020

Mr. Mohammad Sharu
H.No: 5-66, Masjid Street, Madhupally,
Krishna A.P, Pin: 521125
Mobile No: 7993449535
Email Id: sharumd99@gmail.com

Dear Mr. Mohammad Sharu

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) – Mechanical

With reference to your application and subsequent Interview you had with us, we are pleasure to appoint you as Graduate Engineer Trainee (T) at WSP Ganga Water Lift Project Phase I - 3156, Bihar to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on or before 08/10/2020.

2. **Duration:** The duration of the training is for a period of one year from the date of your joining.

   2.1. The training period can be curtailed or extended by the Company based on your performance, regular attendance and other traits.
   2.2. During the training period, your performance will be thoroughly assessed and based by the Company and only on satisfactory completion of your initial or extended training period, you will be offered a regular employment with the Company.

3. **Emoluments:** Your initial remuneration will be Rs. 2,11,800/- (Rupees Two Lakh Eleven Thousand Eight Hundred Only) on Cost to Company basis (Refer annexure enclosed).

4. **Exclusivity:** During the period of your training with the Company, you will be in whole-time service of the Company and shall not engage or associate yourself directly / indirectly or in any other manner whatsoever, or work part time or pursue any course of study, without taking prior written consent from the Company. You shall devote your whole-time attention and skill to the best of your ability for the business of the Company and shall not directly or indirectly be connected or engaged or employed in any other business or activities whatsoever, without taking prior consent from the Company and shall not accept any emoluments, commission or service charges or honoraria whatsoever from any one.

5. **Confidentiality:** You shall owe total allegiance to the Company always and shall not disclose or discuss or divulge or part with any information of the project site where you are posted or any other project site, financial position, marketing strategies, future plans, or any other information related to our Company or associate companies that may become known to you while being associated with the Company, to any third party or an outsider.

Contd...

6. **Deputation or Transfer:** You are liable to be deputed or transferred either on permanent or temporary basis, to any place of business of the Company that now exists or may be acquired later in any part of India or abroad at any time, as the Company considers expedient due to any exigencies. You will also be liable to be deputed to any work or assigned the works of any associate or subsidiary or any other Companies with whom the Company may make such arrangement or agreement. Upon such transfer / deputation, you will be governed by the terms and conditions, which are applicable to your category at the place of such transfer / deputation.

7. **Systems and Procedures:** You will be governed by the rules, regulations and such other practices, systems, policies and procedures of the Company as notified and in force from time to time. Further, you shall follow in true spirit and abide by the Standard Operating Procedures of the Company.

8. **Responsibilities:** You will be given on-the job-training in the relevant functional areas and groomed to become a permanent employee of the Company. Subject to superintendence, control and direction of your Reporting Authority, you shall follow the given guidelines from time to time either orally or in writing by your Reporting Authority or any other higher official of the Company, for which you shall maintain the relevant records and comply with the necessary business requirements, if any, within the stipulated time.

9. **Performance Review:** Your emoluments will be reviewed once in a year as per policy guidelines of the Company, which are discretionary and will be subject to and on the basis of effective performance during the specific period. It is the Company Policy to reward meritorious performance and extra-ordinary contribution by way of promotions and other motivational measures.

10. **Pre- Employment Medical Check-Up:** As per company policy, you have to undergo pre-employment medical Check-up at the company authorized hospital before date of joining. This offer is subject to your being found medically fit in the pre employment medical Check up.

11. **Medical Examination:** Your association with the Company is subject to the condition that you are medically, physically and mentally fit and for this purpose you shall undergo medical examination by the Medical Officer as nominated by the Company. Further, your continuance in the association is subject to the condition that you are fit at all times and for that purpose you are required to undergo medical check as periodically by the authorized Medical Officer appointed by the Company as and when so ordered.

12. **Notice Pay:** During the period of your training, if you intend to leave the training program of the Company, you are liable to give one month's prior notice in writing or Notice Pay in lieu thereof and vice-versa, which may be modified and the same will be notified.

    12.1. In case of notice by you intending the desire to leave the services, the Company shall have the option to accept the resignation with immediate effect and relieve you from the services with immediate effect, earlier than the expiry of the notice period given by you.

    12.2. The Company reserves the right to terminate the services without notice period or notice pay in lieu thereof, in case of any act of misconduct or breach of any of the terms of association implied or expressed on your part.

Contd...

Mohammed Shafiq

9.3 You are deemed to be in the service of the Company during the entire period.

9.4 Upon cessation of your association, you are liable to deliver to the Company all documents, books, plans, drawings, manuals, computer disks and other properties of the Company which may be in your possession or under your control. In the event as mentioned by the Company not obtaining 'No Objection Certificate' from all departments as the Project Site, upon which it by you will be relieved from the services of the Company and your account will be settled.

10. General:

10.1 You shall be governed by the Office working hours, Service, Standard Orders, Rules and Regulations/Practices and other Service Conditions of the Office of Administration of the Company as applicable and in force from time to time.

10.2 This engagement is further subject to verification of the particulars submitted by you in your Application Form. In case any person's submission in the Application Form are found to be false or misleading your association with the Company shall be terminated without any prior notice.

10.3 You shall inform the Company about the changes in personal information, if any, like changes in residential address, acquiring higher qualifications etc. from time to time.

With best wishes,
For Megha Engineering & Infrastructures Ltd.

Dr Venkata Ramana Rao
Associate Vice President-IT

ACCEPTANCE OF LETTER OF APPOINTMENT

I hereby acknowledge with thanks the receipt of your Offer of Appointment dated _____ and accept the terms & conditions therein.

Place:
Date:

Signature of the Candidate

meil

Cost to Company			
Employee Name	Mr. Mohammad Shafi	Sector	Water Management
Grade	-	Designation	Graduate Engineer/Trainee
Department	Execution	Vertical	Director Projects
Office / Unit / Project	WSP Ganga Water Lift Project Phase 1 - 3185		
DOJ	06/10/2020	Effective Date	06/10/2020
Salary Components		Monthly	Yearly
Basic Pay		9,600	1,15,200
House Rent Allowance		6,400	76,800
Sub Total (A)		16,000	1,92,000
Annual Benefit *			
Bonus		1,400	16,800
Other Benefits*			
Medi-claim Employer Share		250	3,000
Fixed Total Cost to the Company (B)		17,650	2,11,800

- Cost at a salary mobile charges and data cost/data net charges and the same is charging as per policy
- Employees posted at sites are eligible for family accommodation as per policy.
- Free bachelor accommodation for employees posted at sites
- Employees posted at sites are eligible for food facility at site canteens. Employees availing family accommodation are not entitled for canteen facility.
- Meal (Tax Exempt): Employee can opt meal card as a part of your salary, in two slabs Rs. 1500/- or 2000/- Per Month as per IT rules
- Nation Pension Scheme (optional): Employee can opt NPS as a part of Fixed Benefit (y 10% on basic as per PFRDA guidelines.
- Group Term Life Insurance: As per policy
- TDS as per IT Act
- Gratuity: As per Gratuity Act
- PPF: As per PPF & Ret Act
- PSB: As per PSB Act
- Bonus: As per Bonus Act

Prepared by	Verified by	03/10/2020 Approved by

techwave

Date:12/08/2020

To,

Mr. GANTA SAGAR BABU

Gudlavalleru Engineering college

Gudlavalleru.

Subject : Selection as on the Job Trainee

Dear candidate,

Congratulations…..!!!

You have been selected in pool drive on 12th August 2020. Herewith, we offer you to join Techwave Consulting India Pvt Ltd as Trainee. You are expected to report between 3rd to 4th Week of Aug 2020 at Hyderabad for Training. Your joining letter & other formalities will be completed on arrival at Hyderabad,

On arrival at Hyderabad, you can contact our person on below given numbers.

Your monthly CTC will be Rs 18,600/-

Mr. Saravanan :

Thanks,

For Techwave Consulting India Pvt Ltd,

Senior Manager

Tech Wave Consulting India Pvt Ltd

Address: Avance Business Hub, An Ascends It Park H-01b, Level 4, Building# H-6,PhoenixAvance Business Hub, Hi-Tech City-2 Land, Mark:, behind Dell Campus, Hyderabad, Telangana 500081

STRICTLY PERSONAL

Name: GEC

Date: 29-Feb-21

Sub: Letter of Intent

Dear Mr. M Madhava Reddy,

We are pleased to offer you the position of Customer Care Executive with our Organisation. You shall report for a comprehensive training program on March 10th at 10.00 AM.

This offer is subject to the company receiving:

- A satisfactory note from the list of references furnished by you at the time of Interview.
- A satisfactory medical option, if required, from a register medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proof regarding information declared by you, i.e. Your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your presentEmployer.

You will initially undergo a comprehensive Foundation level training andProduct Training. It is mandatory that you dear both the training for you tocontinue in the rolls of the company. In case if you fail in any of the abovetraining, this offer made to you will be withdrawn and your services will beterminated from the company without any obligation from the either side.

Your monthly CTC will be Rs 12,042/- **The break-up of CTC is attached as**

Annexure.

We look forward to your joining us and building a successful career with ALLSEC.

Best wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory

Human Resource Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name: M. Madhava Reddy

Signature: M. Madhava Reddy.

Date: 29/02/2021



APPOINTMENT LETTER

February 15, 2022

Dear Maradana Rao,

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 VI. 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**

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 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th 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.

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.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Maradana Rao, 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;

b. processing my job application including background verification checks;

c. 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: Maradana Rao

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
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**

*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.

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.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

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

b. your employment has not been terminated for poor performance or for cause prior to retention date

c. you have not resigned voluntarily or abandoned your job as of the retention date

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

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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 – VI

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 2022-23.

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 x 20 x 2.7%* x 80% = 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** Maradana Rao 15/2/2022 8:25 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

22843287

23rd Aug 2022

Bharath Reddy
House no:6-41,
Near Ramalayam temple,
Puchakayala palli (village),
Peddaraveedu (mandal),
Prakasam (District),
Pin code:523320,
Andhra Pradesh(State)

OFFER OF EMPLOYMENT WITH ARMASTECH INDIA PVT LTD

Dear Bharath Reddy,

Further to recent discussions, ARMASTECH India Pvt Ltd we are pleased to confirm our offer of employment as follows:

Name:	Bhratah Reddy
Position Title:	Software Engineer
Location:	BLR - India
Reporting to:	MANAGEMENT
Commencement Date:	01-12-2021
Employee Status:	Full Time Employee

Components of this offer of employment include:

A. Compensation Package
B. Employee Benefits
C. Employee Conditions
D. Termination

These form part of your employment conditions upon commencement with ARMASTECH and are attached.

A. Compensation Package

Your total Compensation Package is broken down into the following components.

(a) Salary (Fixed):

This is the salary that is fixed and is reviewed each year as part of ARMASTECH's salary review process. Your base salary is matched against personal performance and the overall performance of ARMASTECH.

Your total salary in this employment offer is Rs.2,78,470/- per Annum. The salary payable will be deposited directly into your bank account on a monthly basis. This does not include the Factory bonus payment/Life style allowances/medical reimbursements.

The company is required to withhold appropriate taxes.

Your total salary is broken down into the following annual components:

Components	Annual
	Rupees Per Annum
1. Basic	1,26,000
2. OT/Bonus	Varies
3. House Rental Allowance	63,000
4. Conveyance Allowance	11,304
5. Life style Allowance	15,000
6. Medical	15,000
7. Special Allowance	varies
8. Guaranteed Cash (GC)	**2,31,120**
9. Provident Fund	10,500
10. Gratuity	6850
11. Cost-To-Company (CTC)	**2,78,470**

B. Employee Benefits

(a) Transport Provision

Currently ARMASTECH is not providing any transport facility. The company can provide transport to and from the office on a management decisions. As of now it will be free service, but in future dedicated amount will be deducted per month towards transport charges for your salary.

(b) Annual Leave

All employees are entitled to twenty one days (21days) per annum (pro rata for part time employees) for each year's completed service. Employees shall not accrue more than five (5) days annual leave, and ARMASTECH may require you to take annual leave, by giving you one month's notice. Requests for annual leave require approval from the Manager, a minimum of one month prior to taking leave, by mail.

(c) Provident Fund ('EPF')

ARMASTECH provides employment benefits that support the preparation of retirement. You will be covered under the Provident Fund Benefit from the date of hire as per the Provident Fund Act (1957). Under the Act, both employee and employer contribute equally to the fund at the rate of 12% of the Basic Salary and DA and this fund gets credited with the Regional Provident Fund Commissioner at Pune and Karnataka.

(d) Gratuity

As per the Indian Gratuity Act, ARMASTECH provides Gratuity for employees with a minimum of five years service. This amount is available upon departure of employment. The amount is calculated in accordance with the Act at fifteen (15) days basic for every completed year of service.

(e) Medical and Health Care

Special Leave:

If leave is required in the case of sickness / marriage, employees are to seek approval from their Direct Managers. This leave is at the sole discretion of the manager.

Hospitalization Claim:

ARMASTECH India Pvt Ltd employees are entitled for Hospitalization claim through an appropriate insurance company. Medical coverage under the policy is being extended to **employee, spouse, two children** and **dependant parents** and is governed by the terms & conditions stipulated in the Policy. Accordingly you are eligible for medical insurance coverage to a maximum of INR 5 Lakhs per annum.

Personal Accident and Permanent Disability:
ARMASTECH India Pvt Ltd employees are entitled to Personal Accident benefits to the value of INR 10,00,000/- per employee. This policy includes compensation for Permanent disability.

(g) Other Benefits

FREE canteen facility is available for the employees including beverages, snacks, meals.

C. Employee Conditions

(a) Code of Ethics and Business Conduct

The commitment to excellence is fundamental to the philosophy of ARMASTECH and its subsidiaries. In pursuit of that commitment, we strive to achieve the highest business and personal ethical standards as well as compliance with the laws that apply to our business.

This Code of Ethics and Business Conduct (the "Code") is intended to provide you with a clear understanding of the principles of business conduct and ethics that are expected of you in your daily work and to promote:

(1) Honest and ethical conduct by the directors, officers, and employees of the Company, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
(2) Full, fair, accurate, timely, and understandable disclosure in reports and documents that the Company files with, or submits to, Govt. of India labour department

(3) Compliance with applicable governmental laws, rules, and regulations;

(4) The prompt internal reporting of any violations of this Code; and

(5) Accountability for adherence to the Code.

Upon commencement you will be required to sign the Code of Ethics and Business Conduct document.

(b) Employee Non-Disclosure and Developments Agreement

The Employee Non-Disclosure and Developments Agreement outline ARMASTECH's requirements for all employees during and post employment, on all matters pertaining to and relating to confidentiality and intellectual property.
Upon commencement you will be required to sign the Employee Non-Disclosure and Developments Agreement.

(c) Probation Period

As per Management decision, you are taken as direct employee, so there will be no probation period for you.

(d) Equal Employment Opportunity

ARMASTCH considers harassment and discrimination of any nature to be an unacceptable form of behaviour, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. All allegations of harassment and discrimination will be treated seriously in accordance with the ARMASTECH Equal Employment Opportunity Policy. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

(e) Other Policies

ARMASTECH has a number of employment related policies to which all employees are required to adhere. These policies are outlined in the employee handbook which you will receive upon commencement with the company. If you have further question, please refer to your direct Manager.

The Human Resources Team for ARMASTECH reserves the right to update policies as changes occur in local legislation and internally within the business.

C. Termination

ARMASTECH may pay you in lieu of notice, in which event your employment will terminate immediately upon such payment being made, or alternatively require that you do not attend the workplace during this period. In that event, you will continue to receive your full remuneration for the balance of the notice period; you will remain an employee of ARMASTECH, and will continue to be bound by your duties of confidentiality and fidelity.

Voluntary Termination

Employees who resign are required to provide ARMASTECH with at least thirty (30) days written notice prior to their final day of actual work. An employee has "voluntarily terminated" if he or she:

- Resigns from the ARMASTECH in Mail or writing
- Fails to return from an approved leave of absence within three (3) days of the expected date of return
- Fails to report to work without notice to ARMASTECH for three (3) consecutive days, or
- Does some other act or omission that indicates he or she has voluntarily terminated.

Both you and ARMASTECH consider this period as fair and appropriate in your

circumstances.

Involuntary Termination

(a) Without Cause

This Letter of Employment may be terminated by ARMASTECH upon giving thirty (30) days' written notice or by paying thirty (30) days' salary in lieu of notice. ARMASTECH reserves the right to require you not to attend work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or ARMASTECH). However, ARMASTECH shall continue to pay your salary and contractual benefits whilst you remain employed by ARMASTECH.

(b) For Cause

ARMASTECH may terminate your employment immediately with cause and without prior notice in the following circumstances:

(i) You commit wilful misconduct, fraud or dishonesty;
(ii) Any breach of the Code of Ethics and/or Non-Disclosure Agreement;
(iii) You commit a material breach of this Letter of Employment, and do not remedy the breach within one business day after ARMASTECH advises you in writing of the breach;
(iv) Such other grounds as may exist from time to time at common law to terminate your employment summarily whether that conduct occurs before or after the execution of this Letter of Employment.

You should be aware that each of the above grounds for termination are separate and distinct and do not operate in any way to limit the generality of any other ground or grounds of termination whether set out above or existing at law, all of which will have at all times independent operation.

(c) Early Release

An employee may apply for an 'Early Release' from serving a Notice Period subject solely to the approval of the ARMASTECH management team. The required thirty days Notice Period may be offset by the use of unused annual leave days and therefore can shorten the required time to work out the Notice Period. Other alternatives include forgoing a complete payment of the thirty days Notice Period. ARMASTECH has the right to refuse such a request.

Upon approval of Early Release, the employee's contract of service with ARMASTECH will be terminated with effect from the date immediately following the employee's last working day.

(c) Governing Law

This Letter of Employment shall be governed by and construed in accordance with the laws of the India. If you wish to discuss anything raised in this offer of employment, please contact the HR Team.

To accept this offer, please sign the enclosed copy, initial all pages and return to your manager.

If your response has not been received within one week it will be assumed that you do not wish to take up this offer of employment.

Welcome to the ARMASTECH India Pvt Ltd, we look forward to you joining the team.

Yours sincerely,

SUSHMA CHATTERJI
HEAD HUMAN RESOURCES
ARMASTECH INDIA PVT LTD

Acceptance
I, Bharath Reddy accept your offer of employment as set out in this Letter of Employment and I have carefully read and understood the Employment Benefits of Employment. I agree to abide by them.

Signed…….. Dated……



Strictly Private and Confidential

Date:18-Mar-2021

Prasanthi Kunapareddy
C9304788

D/O 4-54,CHEVENDRA PALEM,PEDANA MANDAL,KIRSHANA DISTRICT,521366.

9640920794

Dear **Prasanthi Kunapareddy,**

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.

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-Onboarding Online Learning Program : As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module – ‘’Technology Fundamentals Online Learning’’ program. The training module of which will be made available to you at least 45 days before onboarding to give you a reasonable time to learn at your pace and comfort.

Details of the program are reiterated as under:

- Under the program, the learning modules hosted on a technology platform will prepare you to be code ready.
- Before onboarding/joining Accenture, you will need to go through the first attempt of Technology Fundamentals assessment based on the Pre-Onboarding Online Learning Program that was provided to you.
- In case you are unable to clear your Technology Fundamentals assessment during the first attempt, you will be provided a chance to take a second attempt before onboarding.
- Technology stream training will begin upon onboarding for those who have cleared the Technology Fundamentals assessment in the first or the second attempt.
- In case you are unable to clear your Technology Fundamentals assessment in the first or the second attempt, we will continue to onboard you on the confirmed date. Post onboarding/joining Accenture, you will be provided a third attempt.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- On successful clearance of the program assessment in the first attempt along with the completion of Pre-Onboarding Learning Program content, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt or have not completed your Pre-Onboarding Online Learning training you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in the first attempt test for the program. 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 65% marks to clear the assessment for the program.

Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-onboarding Online Learning Program you 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-onboarding Online Learning Program mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

Upon joining the Company, an Accenture specific training program will be conducted for a specific duration on the specific skill set assigned to you. Periodic tests will be conducted throughout this training program which you are expected to clear as per the standard process outlined below. You are required to score minimum 60% marks in each test to clear the Accenture specific training program. 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 65% marks to clear the training. Your employment with Accenture is subject to your successful completion of this training as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, 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 singed 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 Zurale
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#	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.

techwave

Date:12/03/2021

To,

Mr. Ganduri Bharath Raj

D.No 17-22, Pezzonipet,

Vijayawada- 520003.

Subject : Selection as Graduate Trainee

Dear candidate,

Congratulations…..!!!

You have been selected in pool drive on 12th December 2020. Herewith, we offer you to join Techwave Consulting India Pvt Ltd as Trainee. You are expected to report between 3rd to 4th Week of March 2021 at Hyderabad for Training. Your joining letter & other formalities will be completed on arrival at Hyderabad,

On arrival at Hyderabad, you can contact our person on below given numbers.

Mr. Praneeth K :

Thanks,

For Techwave Consulting India Pvt Ltd,

Senior Manager

Offer: Computer consultancy
Ref: TCS/CT202034368215/Hyderabad
Date: 04/01/2021

Mr. Medabalimi Sanjay Kumar
D.No. 4-56, Gurivindagunta,
Pedaparupudi Mandal
Krishna Dist. -521 263
Tel# 91-9010255105.

Dear Medabalimi Sanjay 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 you r 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)

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TCSL/ CT202034368215

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

techwave

Date:12/03/2021

To,

Mr. Gondru Sai Ashok

D.No 1/89, Chirichinthala,

Gudivada Mandal,

Krishna District- 521301.

Subject : Selection as Graduate Trainee

Dear candidate,

Congratulations…..!!!

You have been selected in pool drive on 12th December 2020. Herewith, we offer you to join Techwave Consulting India Pvt Ltd as Trainee. You are expected to report between 3rd to 4th Week of March 2021 at Hyderabad for Training. Your joining letter & other formalities will be completed on arrival at Hyderabad,

On arrival at Hyderabad, you can contact our person on below given numbers.

Mr. Praneeth K :

Thanks,

For Techwave Consulting India Pvt Ltd,

Senior Manager

Offer: Computer consultancy
Ref: TCS/CT20211622469/Hyderabad
Date: 26/09/2021

Mr. Koduru Rammohan
D.No.23-149/A,Ramanaidu pet,
Gudlavalleru.
Krishna Dist.- 521 356
Tel# 91-7386403768

Dear Koduru Rammohan,

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.

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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/ CT20211622469

Offer: Computer consultancy
Ref: TCS/DT20203476172/Hyderabad
Date: 28/03/2021

Mr. Chennupalli Jaswanth
D.No. 61-3, Rupesh Gupta Nagar,
Krishna Lanka Vijayawada,
Krishna Dist – 520 013
Tel# 91-9000923955

Dear Chennupalli Jaswanth,

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 you r 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/ DT20203476172

Offer: Computer consultancy
Ref: TCS/CT202034402951/Hyderabad
Date: 21/01/2021

Mr. Manda Chandra Sekhar Reddy
D.No. 56-10-11, P,T Colony-3,
Backside of ZPH School, Patamata,
Krishna Dist.- 520 010
Tel# 91-7093547835.

Dear Manda Chandra Sekhar Reddy,

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 you r 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/ CT202034402951

Ref: TCSL/DT20222112495/1849810/Mumbai
Date: 04 August 2022

MR. NITHISH KARANI
26/404 Port Road,
Meharbaba Auditorium, Machilipatnam,
Andhra Pradesh-521001.

Sub: Joining Letter

Dear Mr. Nithish Karani,

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 **18th August 2022** , your joining location is **Kolkata** and work location is **Kolkata** . 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.

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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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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 must also 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.

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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
TCS Human Resources

Click here or use a QR code scanner from your mobile to validate the joining letter

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Offer: Computer Consultancy
Ref: TCSL/DT20222029045/Ahmedabad
Date: 14/03/2022

Mr. Venkata Naga Teja Challagundla
4/53,
Dondapadu,
Dondapadu-521323,
Andhra Pradesh.
Tel# -

Dear Venkata Naga Teja Challagundla,

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.

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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.

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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.

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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.

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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 recommended 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.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve

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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

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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. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. 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.

17. 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.

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18. 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.

19. 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.

20. 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 :

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*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

21. 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.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.

22. 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.

23. 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.

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24. 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.

25. 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 Â 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. Â 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 oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th 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 Serviceline: 1800 209 3111 Email: 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

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GROSS SALARY SHEET **Annexure 1**

Name	**Venkata Naga Teja Challagundla**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Others**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR 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	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** 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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE 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	**KOLKATA** 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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

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.

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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 filling 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.

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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. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. 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.

9. 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.

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10. 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.

11. 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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(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.

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

Offer: Computer consultancy
Ref: TCS/CT20203486318/Hyderabad
Date: 24/02/2021

Mr. Bandaru Raja Narendra
Flat No 303, Srinivasam Apartment,
Chigurukota,Mudinepalli,
Krishna Dist – 521 345
Tel# 91-9247960159

Dear Bandaru Raja Narendra,

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 you r 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/ CT20203486318

BGT/HR/EMP/10159

01-February 2021

Mr. Batchula Naga Vamsi

Hyderabad

Dear Batchula Naga Vamsi,

Offer of Appointment

Congratulations and thank you for choosing Gayathri Projects Ltd. for your career. we are also that you find this career mutually rewarding and meaningful.

Further to our discussion, we are happy to offer you a position as CAD Designer your appointment is at Chennai at an annual compensation of INR 300000/-(Rupees Three lakhs only). The details of the same are as in Annexure

The offer has been made to you based on information furnished by you. However, if there is any discrepancy in the documents of certificates given by you as a proof of above, we contain the right to review our offer of employment.

Please sign and return duplicate copy of this letter with consignation of joining date, in taken of your acceptance.

We are confident that your contribution will take is further in our journey towards becoming world leaders in analysis business.

We wish you a long and successful career with us

Yours sincerely,

For Gayathri Projects Ltd.

L venkata Narayanan

Chief Executive Officer

Offer: Computer consultancy
Ref: TCS/CT20203470461/Hyderabad
Date: 08/03/2021

Mr. Boyina Rajesh Kumar
D.No. 4-89, Gangapuram,
Chigurukota, Mudinepalli Mandal,
Krishna Dist.-521 345.
Tel# 91-9949411728.

Dear Boyina Rajesh 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.

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TCS Confidential
TCSL/ CT20203470461

Offer: Computer consultancy
Ref: TCS/CT20213475061/Hyderabad
Date: 04/06/2021

Mr. Chatragadda Kiran Babu
D.No. 7-193, Billigraham Nagar,
Parrachivara Post, Nagayalanka,
Krishna Dist.- 521 120
Tel# 91-8919334062

Dear Chatragadda Kiran Babu,

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.

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TCS Confidential
TCSL/ CT20213475061

Offer: Computer consultancy
Ref: TCS/CT20203466160/Hyderabad
Date: 11/08/2020

Mr. Chatragadda Kiran Babu
D.No. 7-193, Billigraham Nagar,
Parrachivara Post, Nagayalanka,
Krishna Dist.- 521 120
Tel# 91-7287012733

Dear Chatragadda Kiran Babu,

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 you r 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.

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TCS Confidential
TCSL/ CT20203466160

Offer: Computer consultancy
Ref: TCS/CT20203924005/Hyderabad
Date: 18/11/2020

Mr. Gandrapu Bujji Babu
D.no. - 6-200, Sivaramadurga Puram,
Lakshmi Puram,Challapalli,
Krishna Dist. - 521 132
Tel# 91-9989217889

Dear Gandrapu Bujji Babu,

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 you r 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.

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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/ CT20203924005

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: TCS/CT20203611024/Hyderabad
Date: 24/10/2020

Mr. Gonthupuli Vinay Kumar
D.Nno.1/441, Near by Ambedkar Statue,
Gudivada,
Krishna Dist.- 521 301
Tel# 91-6281331575

Dear Gonthupuli Vinay 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 you r 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/ CT20203611024

Offer: Computer consultancy
Ref: TCS/CT20203477268/Hyderabad
Date: 21/01/2021

Mr. Guddeti Anil Babu
D.No. 4-89, Gangapuram,
Chigurukota,Mudinepalli Mandal,
Krishna Dist – 521 345
Tel# 91-9624315418

Dear Mr. Guddeti Anil Babu,

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.

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TCS Confidential
TCSL/ CT20203477268

Offer: Computer consultancy
Ref: TCS/CT202123764628/Hyderabad
Date: 22/07/2021

Mr. Gutla Prem Kumar
D.No.3-116,Aratlakota,
payakarao peta mandal
Visakhapatnam Dist.- 531 126
Tel# 91-9989980266

Dear Gutla Prem 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.

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TCS Confidential
TCSL/ CT202123764628

Offer: Computer consultancy
Ref: TCS/CT20201429154/Hyderabad
Date: 27/02/2021

Mr. Hamzaraz Mohammed
D.No.25/332,Buttaipet,
Machilipatnam
Krishna Dist.- 521 001
Tel# 91-7702706725

Dear Hamzaraz Mohammed,

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.

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TCS Confidential
TCSL/ CT20201429154

Offer: Computer consultancy
Ref: TCS/CT20201698314/Hyderabad
Date: 16/02/2021

Mr. Inti David Venus Paul
D.No.16-245-A-1,
Satyanarayana Puram, Gudivada
Krishna Dist.- 521 301
Tel# 91-9493303442

Dear Inti David Venus Paul,

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 you r 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.

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TCS Confidential
TCSL/ CT20201698314

Offer: Computer consultancy
Ref: TCS/CT202031367801/Hyderabad
Date: 20/05/2021

Mr.Kadali Yuva Kishore
D.No.62-7-7/2, Sammidi Vari St.,
Jagannaikpur, Kakinada,
East Godavari Dist.-533 002
Tel# 91-891981530

Dear Kadali Yuva Kishore,

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 you r 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.

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TCS Confidential
TCSL/ CT202031367801

Offer: Computer consultancy
Ref: TCS/CT202032109275/Hyderabad
Date: 13/04/2021

Mr. Kallagunta Avinash
D.No.4-51, Near Sai Baba Temple,
K-Bitragunta,
Prakasam Dist.-523 101
Tel# 91-7989102037.

Dear Kallagunta Avinash,

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.

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TCS Confidential
TCSL/ CT202032109275

Offer: Computer consultancy
Ref: TCS/DT20212178409/Hyderabad
Date: 19/06/2021

Mr. Kola Naveen
D.No. 3-198, Near Bus Stop,
Avanigadda,
Krishna Dist – 521 121
Tel# 91-9014207643

Dear Kola Naveen,

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.

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TCS Confidential
TCSL/ DT20212178409

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

techwave

Date:12/03/2021

To,

Mr. Kolusu Harsha Vardhan

D.No 17-236, Mandapadu,

Gudivada Mandal,

Krishna District- 521301.

Subject : Selection as Graduate Trainee

Dear candidate,

Congratulations…..!!!

You have been selected in pool drive on 12th December 2020. Herewith, we offer you to join Techwave Consulting India Pvt Ltd as Trainee. You are expected to report between 3rd to 4th Week of March 2021 at Hyderabad for Training. Your joining letter & other formalities will be completed on arrival at Hyderabad,

On arrival at Hyderabad, you can contact our person on below given numbers.

Mr. Praneeth K :

Thanks,

For Techwave Consulting India Pvt Ltd,

Senior Manager

BGT/HR/EMP/10429

01-February 2021

Mr. Marella Ashok Kumar

Hyderabad

Dear Marella Ashok Kumar,

Offer of Appointment

Congratulations and thank you for choosing Gayathri Projects Ltd. for your career. we are also that you find this career mutually rewarding and meaningful.

Further to our discussion, we are happy to offer you a position as CAD Designer your appointment is at Chennai at an annual compensation of INR 300000/-(Rupees Three lakhs only). The details of the same are as in Annexure

The offer has been made to you based on information furnished by you. However, if there is any discrepancy in the documents of certificates given by you as a proof of above, we contain the right to review our offer of employment.

Please sign and return duplicate copy of this letter with consignation of joining date, in taken of your acceptance.

We are confident that your contribution will take is further in our journey towards becoming world leaders in analysis business.

We wish you a long and successful career with us

Yours sincerely,

For Gayathri Projects Ltd.

L Venkata Narayanan

Chief Executive Officer

Offer: Computer consultancy
Ref: TCS/DT20211104106 /Hyderabad
Date: 11/07/2021

Ms. Matta Sharon
D.No. 5-59, Ayyanki,
Movva Mandal,
Krishna Dist – 521 138
Tel# 91-6301860691

Dear Matta Sharon,

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.

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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
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

BGT/HR/EMP/10204

08-April 2021

Mr. I V N Pavan Kumar

Hyderabad

Dear I V N Pavan Kumar,

Offer of Appointment

Congratulations and thank you for choosing Gayathri Projects Ltd. for your career. we are also that you find this career mutually rewarding and meaningful.

Further to our discussion, we are happy to offer you a position as CAD Designer your appointment is at Chennai at an annual compensation of INR 300000/-(Rupees Three lakhs only). The details of the same are as in Annexure

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We wish you a long and successful career with us

Yours sincerely,

For Gayathri Projects Ltd.

L venkata Narayanan

Chief Executive Officer

BGT/HR/EMP/10864

18-October 2021

Mr. Kamani Hari Babu

Hyderabad

Dear Kamani Hari Babu,

Offer of Appointment

Congratulations and thank you for choosing Gayathri Projects Ltd. for your career. we are also that you find this career mutually rewarding and meaningful.

Further to our discussion, we are happy to offer you a position as CAD Designer your appointment is at Chennai at an annual compensation of INR 300000/-(Rupees Three lakhs only). The details of the same are as in Annexure

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We wish you a long and successful career with us

Yours sincerely,

For Gayathri Projects Ltd.

L venkata Narayanan

Chief Executive Officer

Offer: Computer consultancy
Ref: TCS/CT20212601484/Hyderabad
Date: 12/11/2021

Mr. Modugumudi Siva Subramanyam
D.No. 5-103, Nagavaram,
Gudru Mandal,
Krishna Dist. - 521 332
Tel# 91-955364939.

Dear Modugumudi Siva Subramanyam,

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 you r 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.

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TCS Confidential
TCSL/ CT20212601484

15-475

01/149

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear G.Jagadeesh Reddy

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

15-4I4

02
149

11-FEB-2021

Letter Of Appointment

Ms. Prashanth Hansitha
TCS - Hyderabad

Dear Ms. Prashanth,

Further to your acceptance of our offer letter vide TCSL/CT20192626864/- Hyderabad dated 19-Sep-2019 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. 11-FEB-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 1799981.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TCS Private & Confidential

(Rejoined candidate in 16-Batch.)

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Offer: Computer Consultancy
Ref: TCSL/CT20192626864/Hyderabad
Date: 19/09/2019

Ms. Prashanth Hansitha
D/No:9-160, Sf-3,Sri Devi NilayamPenamaluru,
Back Side Of Shivalayam,
Vijayawada-521139,
Andhra Pradesh.
Tel# -9490132584

Dear Prashanth Hansitha,

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 **₹3,36,875/-** 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.

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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
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Rejoined Candidate (in 16 Batch) 15-4M2

15-4M2

15-4M2

03
149

STRICTLY PERSONAL

Name: GEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. T.S.K. Sai Dheeraj,

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June / July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ~~annual~~ monthly CTC will be Rs 12,042 /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

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 U72900DL2005PTC134394

Ref. FIPL/Offer/1361/77/2020 Date: **23-sept-2020**

Ms. Abdul Shabana
Begum
5/84-3,Valavarthipadu
Andra Pradesh(521301)
Mob: 9908952111

Email ID: abdul.shabanabegum@gmail.com

Subject: Offer of Employment

Dear Shabana,

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 2020 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 2020.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

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.**

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** 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, Pace 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:-

Aquila College OF Medical ,Scribing

OG Health Care.

164 81A0402

04
149

Date :19.09.2019

Place :Gudlavalleru

Dear A.Bhavya Sri

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

Offeí Letteí

Doc.Code:	GLX_HR_ I˝EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2019
Contact	HR I˝eam	Email	galaxeindiahí@galaxe.com

OÍÍER LEI˝I˝ER

Píivate & Confidential
Ref:
Dated: 1st September, 2020

Mr. Adusumilli Hari Mani Prasad
Atapaka, AP

Deaí Adusumilli Hari Mani Prasad,

In continuation to ouí vaíious 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 6th october, 2020. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˝ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˝C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˝he contíact teíms would include 36 months commitment fíom 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

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˝echnology Paík Ltd.(II˝PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeíied oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoíed as 2012 ľechnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; ľoíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. ľhe coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. ľhe enviíonment is veíy exciting, with high levels of motivation and íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. ľhe open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse ľ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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The objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

Thíough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Tíust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Tíeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – Take Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive 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 stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

Theíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunitiesand L & H1B visa sponsoíship's.

Employment

Teíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/Teímination:

The wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

The Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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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 mateíial 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/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís 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 peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice 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 aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

ǁ˝otal woíking houís peí week is 48 houís. ǁ˝he 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 aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation 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 suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. I'he Employee agíees that depending on Company's business íequiíements the Job Descíiption 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 diíect 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 II'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed 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 deíive 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 eitheí alone oí jointly with otheís duíing 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 neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation 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.

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I'he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I'he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I'hiíd Paíty Softwaíe, the Employee shall not use the I'hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

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(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation 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 duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily 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 íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment withthe Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting 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 : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Adusumilli Hari Mani Prasad **Designation: Associate Developeí**		**Date of Joining:6th October, 2020** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	-	10,550
Medical Insuíance	-	7,500
Annual C‖˝C:	-	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

‖˝axation: ‖˝axation will be goveíned by the income tax íules. **‖˝**he company will be deducting tax at souíce as peí income tax guidelines.

a) Youí indicative annual C‖˝C foí yeaí 2 can be up to Rs.7.5 LPA*
Youí indicative annual C‖˝C foí yeaí 3 can be up to Rs.11 LPA *
**** Based on peífoímance***

ANNEXURE 2

House Rent Allowance:

‖˝o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave ‖˝íavel Allowance

‖˝his is paít of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income **‖˝**ax íegulations.

Ïood Coupons

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CONFIDENI‖IAL

Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ⅰ′his tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií 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.

Ïood Allowance
Ⅰ′he Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ⅰ′ &D, Ⅰ′elephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ⅰ′eam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ⅰ′wo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.



Sangeeta Bhaíat
Associate VP - Recíuitment

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CONFIDENl'IAL

16-404 C/W

05
149

Monday, March 14, 2022
3:59 PM

3/1/22, 12:06 PM Gmail - Welcome to Wipro | Virtual Onboarding Day – November 30th 2020

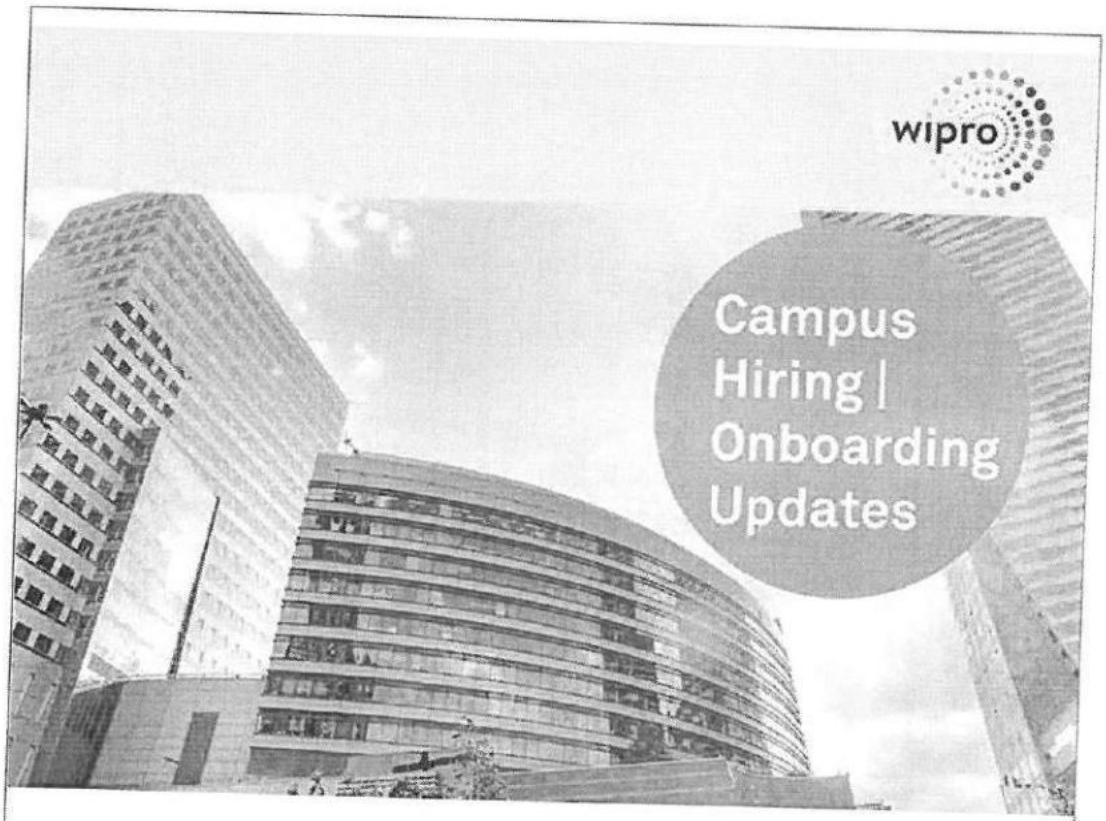
Gmail

Dheeraj Sai <dheerajpavan123@gmail.com>

Welcome to Wipro | Virtual Onboarding Day – November 30th 2020
1 message

manager.campus@wipro.com <manager.campus@wipro.com>
To: dheerajpavan123@gmail.com

Thu, Nov 12, 2020 at 5:41 PM



Welcome to Wipro | Virtual Onboarding Day – November 30th 2020

Dear Dheeraj Pavan Sai Ahmuri

Resume Number - 9472340

16481A0404 (C.W)
A. Dheeraj

55

Gmail

Dheeraj Sai <dheerajpavan123@gmail.com>

Letter of Intent - Dheeraj Pavan Sai Alamuri - Ref. No.: 9472340

careers@wipro.com <careers@wipro.com>
To: dheerajpavan123@gmail.com

Tue, Oct 15, 2019 at 3:40 PM

Campus - Letter Of Intent

15-Oct-2019

Dear Dheeraj Pavan Sai Alamuri,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

16481A0405

06
149

Gmail

Doondeswar Alapati <alapatidoondeswar@gmail.com>

Hexaware Technologies Limited << Candidate Fact Sheet Verification >> Institute Name:-Gudlavalleru Engineering College, Candidate Name:-Alapati Doondeswar

2 messages

Rakesh Warkar <RakeshW@hexaware.com> 28 November 2019 at 17:18
To: "alapatidoondeswar@gmail.com" <alapatidoondeswar@gmail.com>

Dear Alapati Doondeswar

This is Rakesh from hexaware Technologies Limited.We are verifying our existing candidate records and writing this email to check with you if any changes required.You are kindly requested to confirm your response by 30th Nov'19.

Please find your details as mentioned below.

Institute Name :- Gudlavalleru Engineering College
Candidate Name :- Alapati Doondeswar
Gender :- Male
Date of Birth (MM/DD/YY) :- 4/23/1999
10th Score (%):- 9
12th Score (%):- 94.3
Degree (%):- 8.26
Mobile No:- 7989003474
Email ID:- alapatidoondeswar@gmail.com

Thanks in advance.

Regards,
Rakesh Warkar.
(M) - 8237564274,
Desk Details - 152 bldg., Ground floor, South wing,desk-44

This e-mail communication and any attachments to it are confidential and privileged to Hexaware and are strictly intended only for the personal and confidential use of the designated recipient(s) named above. If you are not the intended recipient of this message, you are hereby notified that any review, dissemination, distribution or copying of this message is strictly prohibited and may be unlawful.

Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.

Doondeswar Alapati <alapatidoondeswar@gmail.com> 30 November 2019 at 11:56
To: Rakesh Warkar <RakeshW@hexaware.com>

Yes, I confirm.
[Quoted text hidden]

16-405 C.W

Monday, March 14, 2022
3:58 PM

Welcome to Hexaware!

1 message

Team_Mavericks <Team_Mavericks@hexaware.com> Tue, 8 Sep 2020 at 11:33
Cc: Shreya Swamy <ShreyaS3@hexaware.com>, Raghavendar R <RaghavendarR@hexaware.com>

Dear Mavericks,

Greetings! Hope you and your family members are doing good.

The entire team of Hexaware is thrilled to welcome you on board. On behalf of all the members and management, we would like to extend our warmest welcome and good wishes!

Your two-days virtual onboarding program is scheduled for 10th and 11th September, 2020 (Thu & Fri). The program is planned to help you get acclimated to the organization.

Below given are few requisites and guidelines to be followed for the onboarding program. Kindly ensure you adhere to the same.

- Login to the onboarding program only using the link provided
- Ensure you login few minutes prior to the start of the sessions
- Login on your laptop over a broadband connection to avoid any technical difficulties (Avoid mobile phones and other devices, dongle and mobile data)
- Have your laptop's webcam turned on throughout the course of the sessions
- Be dressed in appropriate professional attire

Please find attached FAQs document for your quick reference; do feel free to reach out to us in case of any further questions or clarifications.

SPOC Details

Shreya Swamy | Email: ShreyaS3@hexaware.com | Mobile: +91-9600064382

Raghavendar R | Email: RaghavendarR@hexaware.com | Mobile: +91-9444819190

Look forward to having you onboard!

Regards,

Letter of Intent

Doc Ref. No.:QC20201420 Date of Issue: 12th JUNE 2020

Dear **ALLAM NAGA VENKAT**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

16-407

Cognizant

07
149

29-Jun-2020

Dear Srinivasareddy Ambati,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385383

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant").**

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A.**

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B.** 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

S. Bethavandu

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Srinivasareddy Ambati **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
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*	7129	85,548
	Annual Gross Compensation		**353,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**376,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	Annual Total Remuneration		**401,991**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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. # 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. Contribution to ESI Wages: 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.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Cognizant

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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Date: **24 Sept 2020**

Name : Anabham Rekha Rani

Address : Dno:20-72/5,Gandi Nagar
Machilipatnam, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Anabham Rekha Rani,

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 2020.**
- 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 perthe 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.:QC20211282 Date of Issue: 12th October 2020

Dear **ANDE MADHU PRIYA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Gear up for Day 1 at Accenture - Chennai (26-Mar-21)

16-410
C.O



****** 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 **26th March, 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://ssautomation.accenture.com/topo/ by **10th March, 2020.**

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.
4. Original and photocopy of PAN card/Acknowledgement of PAN application
5. Original mark sheet of all semesters (PG/UG). (In case the college has not issued original mark sheets, then please get the soft copy of these attested by the college)
6. Original provisional degree certificate or convocation degree certificate. (In case the college has not issued original provisional degree certificate or convocation degree certificate, then please get the soft copy of these attested by the college)
7. One copy of all educational documents.
8. Photocopy of ID proof (PAN Card/Voter ID/Driving License/Passport)
9. Two photocopies of the Aadhar card

Note: You will receive details and reminders about your joining date via e-mails and phone calls. Once you accept your joining date, we'll share details about your joining location.

Please ignore the date of joining and location mentioned on the Countdown to Accenture page. The final details will be sent by Onboarding.doc.ASE@accenture.com

Got a query? Write to Onboarding.doc.ASE@accenture.com for any queries or clarifications.

Don't forget to check out all that Countdown to Accenture offers – great tips and information to prepare you for your initial days and weeks at Accenture, what you can expect over your full Accenture career, and much more!

We look forward to having you onboard soon and wish you an exciting career at Accenture.

Regards,

Onboarding Team
Accenture Solutions Pvt Ltd

Live the Accenture Core Values – Best People · Respect for the Individual · Integrity, Stewardship · Client Value Creation · One Global Network



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.

16-41 C.W 09/149

Ref: TCSL/CT20192661526/1321978/Hyderabad
Date: 13 January 2021

MR. ANIL KUMAR REDDY GAJULAPALLI
2-124 null,
Polavaram, Ongole,
Andhra Pradesh-523265.
Tel# 916302812423

Sub: Joining Letter

Dear Mr. Anil Kumar Reddy Gajulapalli,

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 February 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16481A0411
[C.W]

Offer: Computer Consultancy
Ref: TCSL/CT20192661526/Hyderabad
Date: 19/09/2019

Mr. Anil Kumar Reddy Gajulapalli
2-124,
Polavaram,
Ongole-523265,
Andhra Pradesh.
Tel# 91-7288925952

Dear Anil Kumar Reddy Gajulapalli,

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 **₹3,36,875/-** 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 &

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

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 U72900DL2005PTC134394

Ref. FIPL/Offer/1361/57/2020

Date: **23-sept-2020**

Mr. Appikatla Ganesh
4-173, Koduru
Andra Pradesh(521328)
Mob: 8328630841

Email ID: ganeshappikatla@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 'Oct 2020 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 2020.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

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.**

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** 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, Pace 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:-

multipliers. 16-413

10
14

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Invite from Gudlavalleru Engineering College (Autonomous) - Reg

Ramya Arumalla <ramya@multipliersolutions.in> Wed, Dec 18, 2019 at 3:45 PM
To: TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in>

Dear Sir,
Please find the below list of shortlisted students in the final round of interview

S.No	Name	Designation	CTC
1	Sreelekha	BCDM	2.3 Lpa
2	Mohith Krishna	BCDM	2.3 Lpa
3	Vamshi Krishna	BCDM	2.3 Lpa
4	SK Maheen	BCDM	2.3 Lpa
5	K Venkatesh	BCDM	2.3 Lpa — 493
6	Mrudhu Sri	Voice Process/Technical Support	2.1 Lpa — 413
7	K Divya Sri	Voice Process/Technical Support	2.1 Lpa
8	Manogna	Voice Process/Technical Support	2.1 Lpa
9	Saraswathi	Software Developer	2.4Lpa
10	Rohan	Software Developer	2.3 Lpa
11	Jyothsna	BCDM	2.3 Lpa
12	Pravallika	BCDM	2.3 lpa — 419
13	Gayathri	BCDM	2.3 lpa
14	Grace Angel	Software Developer	2.4 Lpa
15	V.Ramya	Software Developer	2.4 Lpa

Thank You

Regards,
Ramya Arumalla
HR Executive & Business Consultant
Multiplier IT Solutions India Pvt Ltd
ramya@multipliersolutions.in
9100063925

[Quoted text hidden]

Monday, March 14, 2022
3:56 PM

16-414-CW

Mindtree
A Larsen & Toubro Group Company

Date:15-Apr-2021

To

Vamsi Athmuri
INDIA

Dear Vamsi Athmuri,

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:

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

Aggregate % = 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.

Vamsi Athmuri
Vamsi Athmuri (Apr 15, 2021 10:06 GMT+5.5)

Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059
T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com

Candidate No. TN-6001772121

16-415 CW

Cognizant

03 Mar 2022
Cognizant Technology Solutions India Private Ltd.
Block - 1, DLF Cyber City,
Plot 129-132, APHB Colony Gachibowli,
Hyderabad -500 019

TO WHOM IT MAY CONCERN

Sub: Proof of employment

Employee name	: Ms. Sri Nishitha Chowdary Atluri
Employee ID	: 927534
Designation	: Programmer Analyst Trainee
Date of joining	: 27 Mar 2021
Letter validity	: 60 days

Thank you,

For Cognizant Technology Solutions India Private Ltd.

Pravin Mathiyalagan Kumar
Associate Director - HR
03 Mar 2022

Disclaimer: This document is valid subject to the associate being employed with us.

This e-letter is secure and when printed is deemed to be a valid document issued by Cognizant to the associate.
To verify the content, please contact verification@cognizant.com

16-416 cw

13
149

TATA

Ref: TCSL/CT20192627107/1675523/Pune
Date: 03 December 2021

MR. ADITHYA VAMSHI AVVARU
20-1-7, Block-3, Flat-313, Indira Enclave, Ayodhya Nagar Ck Reddy Road,
Ayodhya Nagar, Vijayawada,
Andhra Pradesh-520003.
Tel# 918121913681

Sub: Joining Letter

Dear Mr. Adithya Vamshi Avvaru,

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 **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.

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 Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
Corporate Identification Number (CIN) L22210MH1995PLC084781

Letter of Intent

Doc Ref. No.:QC20201421 Date of Issue: 12th JUNE 2020

Dear **AYELA MANEESHA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Letter of Intent

Doc Ref. No.:QC20201422 Date of Issue: 12th JUNE 2020

Dear **BADITHALA SREEKANTH**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Letter of Intent

Doc Ref. No.:QC20201424 Date of Issue: 12th JUNE 2020

Dear **BADUGU ARUNPRAKASH**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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16-420 EC

14
149

Monday, March 14, 2022
3:55 PM

3/14/22, 2:37 PM Gmail - Fwd: Congratulations and Welcome to Wipro!

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Congratulations and Welcome to Wipro!
1 message

Bhanu Priya <920bhanu@gmail.com>
To: "monika.nandigam86@gmail.com" <monika.nandigam86@gmail.com> 2 March 2022 at 21:54

Hi,

Roll No - 16481A0420

PFB for the Welcome Mail

Employee ID - 20203944



Hi Naga Kanaka Bhanu Priya ,

Congratulations and welcome to Wipro!

In continuation with our earlier communication related to your offer,please login to https://embark.wipro.com/ review and accept/reject the offer, based on which we will proceed with the next steps of Onboarding

For any further clarification, you may contact onboarding.helpdesk@wipro.com at https://embark.wipro.com/

https://mail.google.com/mail/u/0/?ik=eeb062b5f2&view=pt&search=all&permthid=thread-f%3A1726205963665740904&simpl=msg-f%3A17262059636... 1/2

16481A0420
(C.W)

Campus - Letter Of Intent

March 04, 2020

Dear Naga Kanaka Bhanu Priya Batna ,

Based on our discussions with you, we would like to inform you of our intent to offer you the role c
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 clarificatic

Component	Amount (IN
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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this c
Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

Letter of Intent

Doc Ref. No.:QC20201466 Date of Issue: 12th JUNE 2020

Dear **BATTINA NAGA MALLESWARI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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15
16- 422 149

Gmail

KOMALI BDNV <bdnvkomali@gmail.com>

Regarding your offer at CTRL S- Job Role: Trainee

Biksham Y <biksham.y@cloud4c.com> Tue, Dec 31, 2019 at 1:00 PM
To: Roop Kumar Raju <roopkumar.g@ctrls.in>
Cc: "Training (training@ctrls.in) (training@ctrls.in)" <training@ctrls.in>

Hello,

Congratulations!!!

Further to our discussions with the Senior Management team, we are pleased to offer you the position of "Trainee" at CtrlS Datacenters Ltd, Hyderabad.

Note:

- You will be on Training program for 6 Months (60 day class room training and 4 months of on job training) **starting 6th January, 2019. Please report by 10:00 am on 6th January at our office. Please find the office address**

Address:

Pioneer Towers,

16, Software Units Layout,

In-Orbit Mall Road, Opp. Novartis.

Hi-Tech City,

Madhapur.

Contact Person : Biksham: 9100185796/ Praneetha : 9154018461

- We will hand over the hardcopy of the appointment letters after your successful completion of training and selection.
- **You will be eligible for a Stipend of Rs. 10,000/- per month during the training period (6 months).**

Kind Note & Confirm on the below Point: -

I authorize for the background verification by company or third party to be made on the information contained/submitted with this application, Former employers, officials of education institutes and other required information named on this application are authorized to give information about me and I release them from all liability for issuing such information.

If later, the information furnished by you, is found to be incorrect or not true, you will be liable for such action as may be deemed fit by the Company.

Please confirm on the acceptance of the Offer by 31st Dec'19, terms & Conditions mentioned herein.

Looking forward for your response.

Best Regards,

Training and Development

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 have received this email in error please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited.

Letter of Intent

Doc Ref. No.:QC20201460 Date of Issue: 12th JUNE 2020

Dear **BEZAWADA RAVI TEJA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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**
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accenture

	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): Decisions impact own work. Scope (Degree of accountability for assigned tasks, our clients and/or the organization, as measured by size of work effort and scale of entity and/or program): Individual contributor as a part of a team, with a predetermined, focused scope of work.
Key Responsibilities	
Responsibilities	N/A
Key Skills	
Skill	Application Design
Skill Proficiency	Beginner
Skill	Application Lifecycle Management (ALM)
Skill Proficiency	Beginner
Skill	Release Management
Skill Proficiency	Beginner
Skill	Software Quality Assurance (SQA)
Skill Proficiency	Beginner
Skill	System Defect Management
Skill Proficiency	Beginner

My Project and Team

Date As Of	29/03/2022
Supervisory Organization	RBL AO_AD
Job Profile	Application Development Associate
Current Calendar Client / Company	RBL BANK LTD
Current Calendar Project Name	Application Outsourcing
Project Role	Application Developer
First Available Date	01/07/2022

Employment Data

16-425
CW

Monday, March 14, 2022
3:55 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 13th May 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://ssautomation.accenture.com/topo/ by 30th April, 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.
4. Original and photocopy of PAN card/Acknowledgement of PAN application
5. Original mark sheet of all semesters (PG/UG). (In case the college has not issued original mark sheets, then please get the soft copy of these attested by the college)
6. Original provisional degree certificate or convocation degree certificate. (In case the college has not issued original provisional degree certificate or convocation degree certificate, then please get the soft copy of these attested by the college)
7. One copy of all educational documents.
8. Photocopy of ID proof (PAN Card/Voter ID/Driving License/Passport)
9. Two photocopies of the Aadhar card

Note: You will receive details and reminders about your joining date via e-mails and phone calls. Once you accept your joining date, we'll share details about your joining location.

Please ignore the date of joining and location mentioned on the Countdown to Accenture page. The final details will be sent by Onboarding.doc.ASE@accenture.com

Got a query? Write to Onboarding.doc.ASE@accenture.com for any queries or clarifications.

Don't forget to check out all that Countdown to Accenture offers—great tips and information to prepare you for your initial days and weeks at Accenture, what you can expect over your full Accenture career, and much more!

We look forward to having you onboard soon and wish you an exciting career at Accenture.

Regards,

Onboarding Team

Accenture Solutions Pvt Ltd

Letter of Intent

Doc Ref. No.:QC20201461 Date of Issue: 12th JUNE 2020

Dear **BHIMAVARAPU LEELA PRASANNA,**

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
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(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
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Benefits		
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Offeí Letteí

Doc.Code:	GLX_HR_ I˝EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2019
Contact	HR I˝eam	Email	galaxeindiahí@galaxe.com

OÎÎER LEI˝I˝ER

Píivate & Confidential
Ref:
Dated: 1st September, 2020

Ms. Mounika Durga Tejaswini
vissannapeta, AP

Deaí Mounika Durga Tejaswani,

In continuation to ouí vaíious 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 6th october, 2020. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˝ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˝C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˝he contíact teíms would include 36 months commitment fíom 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

© 2022 GalaxE Gíoup, Inc.
CONFIDENI˝IAL

Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˝echnology Paík Ltd.(II˝PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeíied oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoíed as 2012 ľechnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; ľoíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. ľhe coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. ľhe enviíonment is veíy exciting, with high levels of motivation and íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. ľhe open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse ľ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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The objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

Thíough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Tíust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Tíeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – Take Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive 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 stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

Theíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunitiesand L & H1B visa sponsoíship's.

Employment

Teíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/Teímination:

The wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

The Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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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 mateíial 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/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís 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 peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice 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 aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

ǁ˝otal woíking houís peí week is 48 houís. ǁ˝he 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 aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation 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 suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. I'he Employee agíees that depending on Company's business íequiíements the Job Descíiption 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 diíect 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 II'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed 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 deíive 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 eitheí alone oí jointly with otheís duíing 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 neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation 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.

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I'he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I'he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I'hiíd Paíty Softwaíe, the Employee shall not use the I'hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

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(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation 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 duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily 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 íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment withthe Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting 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 : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Mounika Durga Tejaswini **Designation: Associate Developeí**		**Date of Joining:6th October, 2020** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	-	10,550
Medical Insuíance	-	7,500
Annual C▮˝C:	-	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

▮˝axation: ▮˝axation will be goveíned by the income tax íules. ▮˝he company will be deducting tax at souíce as peí income tax guidelines.

a) Youí indicative annual C▮˝C foí yeaí 2 can be up to Rs.7.5 LPA*
Youí indicative annual C▮˝C foí yeaí 3 can be up to Rs.11 LPA *
**** Based on peífoímance***

ANNEXURE 2

House Rent Allowance:

▮˝o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave ▮˝íavel Allowance

▮˝his is paít of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income ▮˝ax íegulations.

Ïood Coupons

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ⅰ′his tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií 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.

Ïood Allowance
Ⅰ′he Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ⅰ′&D, Ⅰ′elephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ⅰ′eam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ⅰ′wo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.



Sangeeta Bhaíat
Associate VP - Recíuitment

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STRICTLY PERSONAL

Name: A EC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. B. Mounika

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM.**

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training.** It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

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Coforge

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Date of Offer : 29-Sep-2021

Mr. Birudula Kristhu Raju
SC colony/2-37/A
Valla Palli, prakasam
Andhra Pradesh - 523260

Subject: Appointment Letter

Dear Birudula Kristhu Raju,

We welcome you to Coforge Ltd (erstwhile known as NIIT Technologies Limited) (hereinafter referred to as "**Company**") and we are confident that you will build a long and mutually rewarding career with us. We believe that it is professionals like you who can, along with all of us, build a world class organization. The guiding principle behind our endeavor to succeed originates from our Vision "**ENGAGE WITH THE EMERGING**" and our Mission "**TRANSFORM AT THE INTERSECT**".

With reference to the discussions that we had with you, we are pleased to offer you the role of **DEVELOPER** in the Company and your designation will be **SOFTWARE ENGINEER**. Your joining location will be Bangalore.

We are pleased to offer you an Annual Total Compensation of INR. 350,008/-. This includes a Variable Compensation of INR. 17,500/-. The earned Variable Compensation may vary, depending on the Company's performance and your performance during the year.

Other details about your compensation are mentioned in Annexure A.

Your appointment will be governed by the terms and conditions of employment specified in Annexure B. You shall be governed by the rules, regulations, and practices of the Company which may change from time to time. In case there is a conflict between the terms and conditions of employment in Annexure B and the prevailing rules, regulations, and practices of the Company in future, the prevailing policy will overrule the terms and conditions prescribed in Annexure B.

Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before 01-Oct-2021

Please also note:

- This offer of appointment is subject to satisfactory professional reference checks and your joining by 01-Oct-2021 as mentioned above. In the event of unsatisfactory outcome of the reference checks, the Company reserves the right to withdraw/revoke the Employment Agreement and/or terminate your employment if you have already joined the Company.

- This offer will stand withdrawn, if we do not receive your acceptance of the same within 5 days of receipt of this Employment Agreement.

B.Vineeth Kumar
16481F0430

Gmail

vineeth tech <vineethboddu112233@gmail.com>

Letter of Intent - Vineeth Boddu - Ref. No.: 9472371
message

careers@wipro.com <careers@wipro.com>
To: vineethboddu112233@gmail.com

Tue, Oct 15, 2019 at 3:41 PM

Campus - Letter Of Intent

15-Oct-2019

Dear Vineeth Boddu,

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 the 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**

Letter of Intent

Doc Ref. No.:QC20211283 Date of Issue: 12th October 2020

Dear **BOLLAVARAPU MAHESH BABU**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Letter of Intent

Doc Ref. No.:QC20201463 Date of Issue: 12th JUNE 2020

Dear **BOMMIDI VYSHNAVI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Letter of Intent

Doc Ref. No.:QC20201464 Date of Issue: 12th JUNE 2020

Dear **CHAKKA VINOD**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

16-434 cw

20
149

Ref: TCSL/CT20202995108/1477187/Chennai
Date: 15 April 2021

MR. RAKESH CHALAPATI
1 Devarakota,
Glory Gospel Ministry Church, Devarakota,
Andhra Pradesh-521133.
Tel# 917997653756

Sub: Joining Letter

Dear Mr. Rakesh Chalapati,

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 April 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16- 435 E.O

21
149

Monday, March 14, 2022
3:54 PM

Welcome to IBM! Go over your next steps as an IBMer
1 message

Onboarding Information <obinfo@in.ibm.com> Wed, 27 Jan, 2021 at 19:36

IBM HR Onboarding

Start at IBM

Congratulations and Welcome to IBM!

For your next steps..

1. Download the **India New Hire Checklist** attached in this email to complete your **mandatory activities** like Payroll, Medical Insurance, etc. within the specified timelines.

2. Attend your **Start at IBM Welcome Session** - check your personal email for the session invitation.

Need more help? Check out these links for support.

CH. NAVYA
1641A0435 (C.S.E)

Gmail

ch navya <chnavya12397@gmail.com>

IBM India Pvt Ltd - Expression Of Interest

1 message

eschoolhiring <Enterprise@trm.brassring.com> Tue, Dec 10, 2019 at 7:52 PM
Reply-To: eschoolhiring@in.ibm.com
To: chnavya12397@gmail.com

Dear Navya Challapalli,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Zone - Application Documents & Forms
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore – 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday – Friday: 10.00AM – 5.00PM). We shall be happy to help you

IBM Recruiting Team

· CONNECT WITH US.



16-436 /
16-489

22
149

Wipro Limited| On-boarding forms
1 message

<onboarding.helpdesk@wipro.com> Wed, 18 Nov 2020 at 14:13
To: onboarding.helpdesk@wipro.com

Embark

wipro



You've accepted our Offer Letter in Embark

Dear Candidate,

Thank you for accepting our offer. We're excited to have you on-board at Wipro.

Click here to fill online forms which is a part of your on-boarding at Wipro

Kindly ensure to first save, preview and then submit the forms as details in any forms cannot be changed post submitting.

All forms to be submitted on or before 27th Nov 2020 by 06:00PM

Should you have any queries on form filling, please feel free to e-mail us at onboarding.helpdesk@wipro.com.

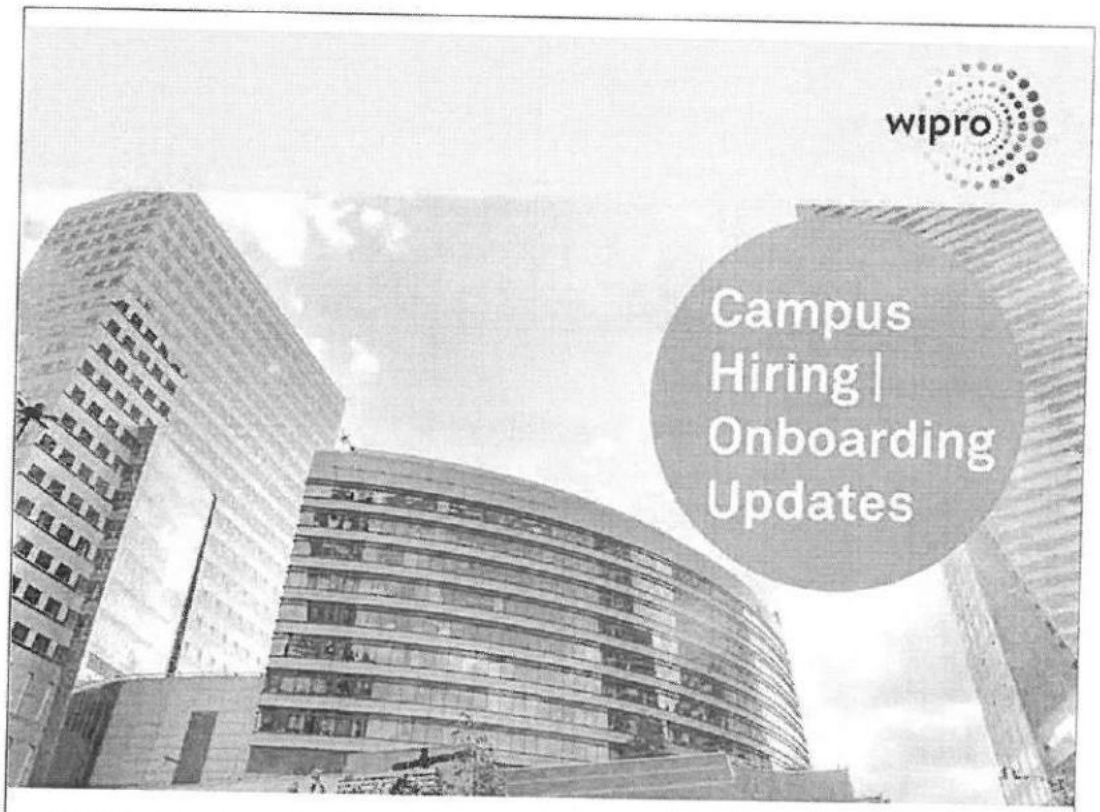
16-436 (W)

. Monday, March 14, 2022
3:53 PM

Welcome to Wipro | Virtual Onboarding Day – December 2nd 2020
1 message

<manager.campus@wipro.com>
To: krishnagananath16@gmail.com

Fri, 13 Nov 2020 at 03:19



Welcome to Wipro | Virtual Onboarding Day – December 2nd 2020

Dear **Krishna Gananath Chamarthy**

Resume Number - **9273585,**

Greetings from Wipro!

436
1648 | A0436
[C.W]

Gmail

krishna gananath <krishnagananath16@gmail.com>

Letter of Intent - Krishna Gananath Chamarthy - Ref. No.: 9273585

3 messages

careers@wipro.com <careers@wipro.com> Wed, Mar 4, 2020 at 1:12 AM
To: krishnagananath16@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

March 04, 2020

Dear Krishna Gananath Chamarthy,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

Letter of Intent

Doc Ref. No.:QC20201465 Date of Issue: 12th JUNE 2020

Dear **CHANDRUPATLA TEJASWI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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:

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Letter of Intent

Doc Ref. No.:QC20201466 Date of Issue: 12th JUNE 2020

Dear **CHEDURTHIPATI 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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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

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(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Letter of Intent

Doc Ref. No.:QC20201467 Date of Issue: 12th JUNE 2020

Dear **CHEELI RAMYA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
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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.

116-HR 23/149

(C.W)

Gmail

Ravi Teja <drteja1998@gmail.com>

Letter of Intent - Ravi Teja Danaboina - Ref. No.: 9231505

2 messages

careers@wipro.com <careers@wipro.com> Wed, Mar 4, 2020 at 1:12 AM
To: drteja1998@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

March 04, 2020

Dear Ravi Teja Danaboina,

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 the 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

16-442

Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

---

careers@wipro.com <careers@wipro.com> Wed, Mar 4, 2020 at 1:14 AM
To: drteja1998@gmail.com
Cc: manager.campus@wipro.com

[Quoted text hidden]

16-446 E.W

Monday, March 14, 2022
3:51 PM

Candidate ID: 4611531 /824097,

Date of Joining: 06/15/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Dodda Leka Venkata Prasanna Sai,

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

164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

16481A0447

Cognizant

25
149

28-Jan-2020

Dear Prasanth Reddy Dodda,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024471

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : D. Prasanth Reddy

Date:

164EA04448
(c.w)

26
149

Offer: Computer Consultancy
Ref: TCSL/DT20195139557/Hyderabad
Date: 19/09/2019

Ms. Bindu Sri Dokku
11/138-2Gvr Street,
More Super Market,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9908634554

Dear Bindu Sri Dokku,

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 **₹3,36,875/-** 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 &

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

Offeí Letteí

Doc.Code:	GLX_HR_ I˝EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2019
Contact	HR I˝eam	Email	galaxeindiahí@galaxe.com

OT˜˜ER LE I˝I˝ER

Píivate & Confidential
Ref:
Dated: 1st September, 2020

Ms. Donavalli Komali
Veluru, AP

Deaí Donavalli Komali,

In continuation to ouí vaíious 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 6th october, 2020. Please aíiive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˝ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˝C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˝he contíact teíms would include 36 months commitment fíom 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

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˝echnology Paík Ltd.(II˝PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeíied oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoíed as 2012 ľechnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; ľoíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. ľhe coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. ľhe enviíonment is veíy exciting, with high levels of motivation and íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. ľhe open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse ľ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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The objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

Thíough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Tíust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Tíeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – Take Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive 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 stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

Theíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunitiesand L & H1B visa sponsoíship's.

Employment

Teíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/Teímination:

The wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

The Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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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 mateíial 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/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís 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 peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice 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 aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

ǁ˝otal woíking houís peí week is 48 houís. ǁ˝he 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 aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation 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 suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. I'he Employee agíees that depending on Company's business íequiíements the Job Descíiption 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 diíect 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 II'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed 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 deíive 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 eitheí alone oí jointly with otheís duíing 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 neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation 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.

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I'he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I'he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I'hiíd Paíty Softwaíe, the Employee shall not use the I'hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

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(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation 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 duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily 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 íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment withthe Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting 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 : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Donavalli Komali **Designation: Associate Developeí**		**Date of Joining:6thOctober, 2020** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	-	10,550
Medical Insuíance	-	7,500
Annual C▮˝C:	-	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

▮˝axation: ▮˝axation will be goveíned by the income tax íules. **▮˝**he company will be deducting tax at souíce as peí income tax guidelines.

a) Youí indicative annual C▮˝C foí yeaí 2 can be up to Rs.7.5 LPA*
Youí indicative annual C▮˝C foí yeaí 3 can be up to Rs.11 LPA *
**** Based on peífoímance***

ANNEXURE 2

House Rent Allowance:

▮˝o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave ▮˝íavel Allowance

▮˝his is paít of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income **▮˝**ax íegulations.

Ïood Coupons

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ⅰ′his tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií 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.

Ïood Allowance
Ⅰ′he Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ⅰ′ &D, Ⅰ′elephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ⅰ′eam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ⅰ′wo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.



Sangeeta Bhaíat
Associate VP - Recíuitment

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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 U72900DL2005PTC134394

Ref. FIPL/Offer/1361/57/2020

Date: **23-sept-2020**

Mr. Dondapati Sudheer Kumar
2-57, Urivi,Krishna
Andra Pradesh(521329)
Mob:9542565618

Email ID: sudheer.d9542@gmail.com

Subject: Offer of Employment

Dear Sudheer,

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 2020 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 2020.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

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.**

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** 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, Pace 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:-

Date: **24 Sept 2020**

Name : Duddeti Nagendra Babu

Address : Dno:5-153,Bandarulapalli
Guntur, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Duddeti Nagendra Babu,

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 2020.**
- 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 perthe 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:_____

16-452
C.W
27
149

TCS Joining Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> Tue 5 Jan, 2021 at 12:18 AM
Reply to: recruitment.entrylevel@tcs.com
To: prudhvi1298@gmail.com

Dear Prudhvi Srinivas Reddy Dwarampudi
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 3RD FEBRUARY 2021 at Bhubaneswar.
Address of ILP Centre:
TRAINING LAB VENUE,BARABATI, IRC BLOCK, GROUND FLOOR
Tata Consultancy Services Limited (UNIT-II)- BARBATI SEZ
IT/ITES SEZ,PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA
Bhubaneswar 751024,Orissa
Contact Person: Ms. Parna Sarkar
Tel No.: +9103612313285
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your CT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-572-3858 (toll free).

Warm Regards,
TCS Xperience
Talent Development

=====-----=====-----=====
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

16481A0452
(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20192626605/Hyderabad
Date: 13/09/2019

Mr. Prudhvi Srinivas Reddy Dwarampudi
4-103Chinna Street,
Government School,
Pali-534225,
Andhra Pradesh.
Tel# 91-7989795395

Dear Prudhvi Srinivas Reddy Dwarampudi,

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 **₹3,36,875/-** 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 &

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

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Offer of Employment - Virtual onboarding and Training

1 message

Farah Shabana <farahaseena@gmail.com> 3 March 2022 at 19:34
To: "monika.nandigam86@gmail.com" <monika.nandigam86@gmail.com>

Farah Shabana's Appointment Details (16481A0453)
---------- Forwarded message ---------
From: <Offers@infosys.com>
Date: Sat, Jan 8, 2022 at 3:34 PM
Subject: Offer of Employment - Virtual onboarding and Training
To: <farahaseena@gmail.com>

Dear Shabana,

Congratulations!!!

We hope you and your family are staying safe and keeping healthy. We appreciate the resolve and patience you have kept in matters of your joining date.

At Infosys, the health and well-being of our employees is a key concern and in keeping with the same we would like to congratulate you once again on your successful participation in our selection process. Please find attached the Offer of Employment with your confirmed date of joining for the role of Systems Engineer at Infosys Limited. The instructions to complete the agreement is attached for your reference.

Kindly note that this is a conditional Offer of Employment being extended to you on the basis of the information that you have filled at the time of the selection process. If you fail to meet any of our selection criteria, the organization has the rights to revoke the offer.

We will be reaching out to you regularly, primarily through online avenues between now and the time you join. Also, a primarily online mode of communication regarding the joining related formalities will be sent to you a couple of weeks before your joining date. We request you to keep regular online vigilance for the same.

We would like to reiterate the fact that this Offer of Employment with Infosys Limited shall be valid only if you fulfill the eligibility criteria specified by us during the time of recruitment.

It is mandatorily required that you are located in India to complete our virtual onboarding and training.

Academic Eligibility Criteria for Joining

1. 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 simple average not less than what was specified while filling your online application form during the selection process.

2. All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages, etc. After your joining, your employment will be terminated if you fail to meet the required simple average/CGPA including the semesters for which results are awaited at the time of joining.

3.You should not have participated in our selection process more than once in a span of six months. There has to be a gap of six months between two consecutive selection process you attend with Infosys Limited.

4. In case you do not meet the above stated eligibility criteria as on the date of joining, you are not eligible to join. Please mail us at offer_extension@infosys.com with your Candidate ID and your Role in the subject line.

Kindly ensure that you have a PC/laptop at your residence with the appropriate internet connectivity and installed applications (e.g. Zoom, Skype, WebEx, etc.) so that a virtual onboarding process may be facilitated. This shall also ensure your productivity with projects and assignments during your employment with Infosys. To facilitate a seamless

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Candidate Name (ID)	Date of Joining	Telephone Number	Blood Group
Lakshmi Chandini Gadey (14024476)	18 Feb 2021	7013745892	O-

Date of Birth	PAN Card	Aadhar Card Number
14 May 1999	DDKPG3989Q	823493388337

Cognizant Address
Cognizant Technology Solutions India Pvt Ltd, KITS Campus (CKC), Plot No.1 & 2, Elcot IT Park, Survey, No. 602/3, Shollinganallur Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119, India

This Pass is only Valid on 18 Feb 2021

Security Health & Safety Guidelines for Visitors in Cognizant Premises

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate ti record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safety exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed

Emergency Contact

- If you witness / are involved in a safety incident please report to Cognizant Emergency Call Center immediately at 1800 258 2345

For office use only



Candidate Name (ID)	Date of Joining	Telephone Number	Blood Group
Lakshmi Chandini Gadey (14024476)	18 Feb 2021	7013745892	O-

Date of Birth	PAN Card	Aadhar Card Number
14 May 1999	DDKPG3989Q	823493388337

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16481A0454

Cognizant

28-Jan-2020

Dear Chandini Lakshmi Gadey,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024476

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Chandini Lakshmi Gadey **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Cognizant

1648A0456 (C.O)

28-Jan-2020

Dear Venkata Sai Sri Harsha Hanuman Gajjala,
B.Tech/B.E., Electronics and Communication Engineering
Others

Candidate ID – 14024477

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Venkata Sai Sri Harsha Hanuman Gajjala **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
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	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
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- Group Term Life Insurance Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

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Gmail amulya gangineni <amulyagangineni179@gmail.com>

Regarding your offer at CTRL S- Job Role: Trainee

1 message

Training <training@ctrls.in> 27 December 2019 at 18:42
Cc: Roop Kumar Raju <roopkumar.g@ctrls.in>, Biksham Y <biksham.y@cloud4c.com>

Hello,

Congratulations!!!

Further to our discussions with the Senior Management team, we are pleased to offer you the position of **"Trainee"** at **CtrlS Datacenters Ltd**, Hyderabad.

Note:

- You will be on Training program for 60 days starting **6th January, 2019. Please report by 10:00 am on 6th January at our office. Please find the office address**

Address:

-

Pioneer Towers,

16, Software Units Layout,

In-Orbit Mall Road,

Hi-Tech City,

Madhapur.

Contact Person : Biksham: 9100185796/ Praneetha : 9154018461

- We will hand over the hardcopy of the appointment letters after your successful completion of training and selection.

- You will be eligible for the Stipend in the training period.

Kind Note & Confirm on the below Point: -

I authorize for the background verification by company or third party to be made on the information contained/submitted with this application, Former employers, officials of education institutes and other required information named on this application are authorized to give information about me and I release them from all liability for issuing such information.

16-458

CLOUD4C YOUR CLOUD EVOLUTION PARTNER

20/03/2021
Cloud4C/HR/61945

To

Gangineni Amulya ,
Hyderabad.

APPOINTMENT LETTER

Dear **Amulya,**

Please refer to your application and the subsequent interview with us. We are happy to inform you that you have been selected by us for the position of **"Associate Engineer"**, Department: Service Delivery at **"Cloud4C Services Pvt. Ltd."**

We are, therefore, pleased to appoint you in the permanent employment of this Company on the following general terms and conditions of employment.

1. You are appointed on the above said position from **1st Jan 2021.**
2. Your consolidated salary is **Rs.375000/- p.a.**, (Rupees Three Lakh Seventy Five Thousand Only) and other emoluments will be as per **Appx 'A'.**
3. During your employment with this company, you will be bound by such rules and regulations at any time, and also by such legal requirements as may be applicable. You are expected to give to the company, your best efforts, attention and commitment. You are explicitly advised to refrain from any such activity, whether for monetary or any other considerations, as may become in our opinion, a hindrance to your performance.
4. You are, by virtue of employment with this company, required to do work allied, ancillary or related to incidental to the main job. Similarly, you may be asked to do any other job within your competence as judged by the company, depending upon the exigencies of the situation.
5. During the course of your employment with us, you will come in possession of the knowledge of the trade and methods of the business. It is essential that you under take to maintain total secrecy about all the information, knowledge, or such other matters. You shall not by yourself or through others, allow the same to be used in any manner detrimental to this company either during your employment or thereafter.
6. You would report to your seniors or as assigned by the management from time to time during your employment. You would be responsible for all the objectives/targets set in accordance with your reporting authorities, which are considered for evaluation of your probation period for **Six** months.

16-459

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Dhruvsoft Services Private Limited
Quadrant-2, A3 Module, 10th Floor, Cyber Towers,
Hi-Tech City, Madhapur Hyderabad.
Telangana-500-081, India
Ph: +91- 9030091631
Email: contact@dhruvsoft.com Web: www.dhruvsoft.com

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Ref: DS/Offer/2020/02-27
Date: 27th February 2020

Dear Mr G Hemanth Krishna Kanth

We are pleased to offer you a position as **"Software Engineer (Intern)"** at Dhruvsoft Services Private Limited, Hyderabad.

On Joining Dhruvsoft, you will be given the benefit of formal on the job training at our office. After successful completion of initial training / probation of six months you will be placed as **"Software Engineer"** in our company.

Your emoluments will be as follows –

First year of employment	CTC of Rs. 1.85 lacs per annum
Second year of employment	CTC of Rs. 2.60 lacs per annum

Please refer to the attached details of benefits / terms of this offer and salary breakup in annexure 1. We would appreciate your confirmed acceptance of this offer in the enclosed format within seven days of the issue date.

Mentioned below are the details of your joining the Company:

Date of joining	1st June 2020
Location	Hyderabad, India

Please note that you are required to produce this letter at the time of joining in the company. Also please carry your documents as per Annexure 2 at the time of joining.

Yours Sincerely,
From Dhruvsoft Services Private Limited

Ritu Agarwal
Director

Candidate Address:
20-126, Santhi Nagar,
Nadim, Tiruvur, Tiruvuru – 521235

Encl.
(1) Important terms / acceptance letter
(2) Salary breakup
(3) List of documents required at the time of joining

16-460 CW

Dear Vamsidhar,

Candidate ID: 14024554,

Welcome to Cognizant, the fastest growing global top-tier consulting, IT services and BPO Company! We are delighted that you have accepted our offer of employment and we look forward to welcoming you onboard. *Kindly do not delete this email, please save the Authentication key for any future reference, as it is a one-time generated value.*

PRE-JOINING FORMALITIES:

To facilitate a smooth integration into Cognizant, we request you to follow the instructions given below to access our onboarding portal. The portal will allow you to complete all pre-joining formalities like accepting the offer and submitting all new-hire paperwork, online!

Please register, accept the offer and proceed completion of all the forms, within seven days upon after receipt of this email.

INSTRUCTIONS TO ACTIVATE YOUR ACCESS TO THE ONE COGNIZANT PORTAL: (Refer the attached PDF for step by step process)

- **STEP 1:** Click here to access the Registration page.
- **STEP 2:** Create a Password and click on Next.
- **STEP 3:** Verify your registered email address by entering the Code sent to your registered mail address.

Note: If you have an existing Microsoft account on this email id skip the registration step and login with your password.

PERSONAL AUTHENTICATION KEY:

Our portal is designed to enable you to submit digital signatures, using a unique authentication key. Once you log in to the portal successfully, please use the unique authentication key given below, when submitting your online forms.Please note that the authentication key will be unique

Cognizant

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(C.W)

28-Jan-2020

Dear Vamsidhar Gannu,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024554

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Vamsidhar Gannu **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
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Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

16-461
CW

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Cognizant - Date of Joining Intimation Mailer !

1 message

jyothirmai garikipati <jyothi.garikipati00@gmail.com> 14 March 2022 at 10:39
To: monika.nandigam86@gmail.com

Hi Mam,

Here is my date of joining letter.please check and let me know in case of any concerns.

---------- Forwarded message ---------
From: <c2c@cognizant.com>
Date: Tue, 24 Nov 2020, 13:58
Subject: Cognizant - Date of Joining Intimation Mailer !
To: <jyothi.garikipati00@gmail.com>

cid:image001.jpg@01D41779.2C644F00

Dear Jyothirmai Garikipati,

Greetings from Cognizant!

We are glad to share the DATE OF JOINING INTIMATION MAILER with your Date of Joining and job location details.

Date of Joining: 28th Nov 2020; Job Location: Chennai

Due to current travel restriction and other parameters, your onboarding process will be virtual. Detailed steps about virtual onboarding process will be shared in a separate mail. You need not travel to the job location or any Cognizant office for onboarding or training or project work until further notice from us. **Kindly ignore the automated system SMS which you may receive one day before DOJ asking to report to office for onboarding.**

Kindly accept this Date Intimation only if you are currently residing within India and have access to laptop / desktop with high speed internet.

Location mentioned in this mailer will be your job location, kindly ignore any other location mentioned in the One Cognizant pre joining forms. The joining location mentioned in this mail will be your base location of work when Cognizant offices are operational post the pandemic. The operational plan to report at this location will be separately intimated through HR. Till then you would be working on a virtual mode.

Agenda:

Day 1 : Document validation and Onboarding process via webex (video conferencing).

Day 2 onwards: Virtual Induction and Virtual Training / Virtual BU Project (Further details will be intimated on Day 1)

We request you to login to One Cognizant, accept your Date of joining (DOJ), complete the pre-joining forms and photo upload (Try in latest version of Internet Explorer Browser) on or before 25th Nov 2020. Kindly ignore this pointer if you have accepted the DOJ in OneCognizant portal already.

Cognizant

16-461
(C.S)

29-Jun-2020

Dear Garikipati Jyothirmai,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385558

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A.**

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B.** 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Letter of Intent

Doc Ref. No.:QC20201472 Date of Issue: 12th JUNE 2020

Dear **GARIKIPATO OOHA SAI KIRAN**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

16-463
CW

35
149

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: TCS Joining Letter

Amulya Garikapati <amulyagarikipati@gmail.com>
To: monika.nandigam86@gmail.com

22 March 2022 at 12:06

---------- Forwarded message ---------
From: **Amulya Garikapati** <amulyagarikipati@gmail.com>
Date: Thu, Apr 1, 2021, 10:36
Subject: Fwd: TCS Joining Letter
To: Srinivas Mill Stores Inc. <srinivas_millstores@rediffmail.com>, SRINIVASA RAO GARIKIPATI <srinivasgarikipati5370@gmail.com>

---------- Forwarded message ---------
From: **TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>
Date: Mon, 29 Mar 2021, 1:17 am
Subject: TCS Joining Letter
To: <amulyagarikipati@gmail.com>

Dear Amulya Garikipati
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 8TH APRIL 2021 at Hyderabad.
Address of ILP Centre:
TATA CONSULTANCY SERVICES, SYNERGY PARK – CMC NON SEZ CENTRE,
Old Mumbai Highway,Gachibowli, Hyderabad, Telangana.
Land mark: Opposite to DLF building
Hyderabad 500019,Telangana
Contact Person: Mr. Ramakanth Kotla
Tel No.: +04066674999
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your DT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-572-3858 (toll free).

Warm Regards,
TCS Xperience
Talent Development

=====----==========-=====
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,

16-464 CW

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149

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: February 24, 2021

Dear Ghanta Sowmya,
508,dwaraka apartments,nagavarpadu road,, Gudivada,
Andhra Pradesh, India, 521301

Dear **Ghanta Sowmya,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **February 25, 2021** at 9:00 A.M at the following address **Chennai-SEZ, Kanceehpuram, ETA 1, #33** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 2,60,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

Signature of Employee:

HCL

Offeí Letteí

Doc.Code:	GLX_HR_ I˝EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2019
Contact	HR I˝eam	Email	galaxeindiahí@galaxe.com

OT˜˜ER LE I˝˝ER

Píivate & Confidential
Ref:
Dated: 1st September, 2020

Ms. Ghanta Sriram
Nagannagudem, AP

Deaí Ghanta Sriram,

In continuation to ouí vaíious 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 6th october, 2020. Please aíiive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˝ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˝C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˝he contíact teíms would include 36 months commitment fíom 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

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˝echnology Paík Ltd.(II˝PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeíied oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoíed as 2012 ľechnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; ľoíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. ľhe coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. ľhe enviíonment is veíy exciting, with high levels of motivation and íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. ľhe open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse ľ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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The objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

Thíough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Tíust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Tíeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – Take Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive 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 stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

Theíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunitiesand L & H1B visa sponsoíship's.

Employment

Teíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/Teímination:

The wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

The Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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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 mateíial 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/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís 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 peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice 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 aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

ǁ˝otal woíking houís peí week is 48 houís. ǁ˝he 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 aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation 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 suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. I'he Employee agíees that depending on Company's business íequiíements the Job Descíiption 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 diíect 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 II'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed 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 deíive 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 eitheí alone oí jointly with otheís duíing 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 neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation 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.

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I'he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I'he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I'hiíd Paíty Softwaíe, the Employee shall not use the I'hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

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(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation 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 duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily 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 íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment withthe Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting 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 : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Ghanta Sriram **Designation: Associate Developeí**		**Date of Joining:6th October, 2020** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	-	10,550
Medical Insuíance	-	7,500
Annual C▌˝C:	-	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

▌˝axation: ▌˝axation will be goveíned by the income tax íules. **▌˝**he company will be deducting tax at souíce as peí income tax guidelines.

a) Youí indicative annual C▌˝C foí yeaí 2 can be up to Rs.7.5 LPA*
Youí indicative annual C▌˝C foí yeaí 3 can be up to Rs.11 LPA *
**** Based on peífoímance***

ANNEXURE 2

House Rent Allowance:

▌˝o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave ▌˝íavel Allowance

▌˝his is paít of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income **▌˝**ax íegulations.

Ïood Coupons

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ⅰ′his tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií 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.

Ïood Allowance
Ⅰ′he Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ⅰ′ &D, Ⅰ′elephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ⅰ′eam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ⅰ′wo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.



Sangeeta Bhaíat
Associate VP - Recíuitment

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16-467 C.W.

Cognizant

Dear Recruit ,

Candidate ID: 14385559

Greetings from Cognizant!

Congratulations! Your '**Onboarding Pass**' has been successfully generated <> and is now available for print, in the pre-joining task section. Please check the <> (YYYY-MM-DD) : 2020-11-28 in your Onboarding Pass before printing.

Kindly carry all the mandatory documents <> along with the print out of the Onboarding Pass on your date of joining to complete the onboarding formalities. Please note that printers/ photocopy machines are not available at the onboarding venue.

We look forward to have you onboard!

We wish you a successful career with Cognizant!

Regards,

<>

16-467 C.W.

16-469 C.W

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149

OFFER & APPOINTMENT LETTER

Offer Release Date: October 29, 2020

Dear GOKAVARAPU NAGA VENKATA SAI KALYAN,
D.NO:28/653
UDAYAGIRI STREET, MACHILIPATNAM,
Andhra Pradesh, India, '521001

Dear **GOKAVARAPU NAGA VENKATA SAI KALYAN,** service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 2, 2020** at 9:00 A.M at the following address **VijayawadaSEZ-U2-Gannavaram Mandal** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

G.N.V.Sai Kalyan.

HCL

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(C.S)

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

January 06th, 2020

GOKAVARAPU NAGA VENKATA SAI KALYAN
D.NO: 28/653 UDAYAGIRI STREET JAVVARUPETA
MACHILIPATNAM
KRISHNA,ANDHRA PRADESH 521001

Dear **GOKAVARAPU NAGA VENKATA SAI KALYAN,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **16th January 2020** duly recommended by your College/University vide it's letter dated **06th January 2020** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above-mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **16th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar
Corp. VP & Program Director

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www.hcltech.com

Internship Agreement - ANNEXURE 1

1. The duration of your internship would be **6 months**. Your internship shall commence on **16th January 2020** to an automatic end on **15th July 2020.** Please note that this internship is not an offer for employment by the Company and doesn't create any employer and employee relation and neither of us intends any employment relationship to be created either now or at any time in the future, accordingly regulations governing employment with the Company will not apply to you. 2.You shall faithfully undertake and complete this training and further agree and undertakes that on successfully completing the training, you shall serve the Company for a minimum period of **24 months** from the date of successful completion of the training in case HCL offers you such job opportunity. It is clearly understood and agreed upon by the Parties that termination of training for any reason directly attributable to you, shall also be deemed to constitute failure to successfully complete this training or to serve the Company for a period of **30days** thereafter.

3.You agree and accept that you would be imparted specialized training meant to impart high skills and capabilities. These are specialized skills which you shall acquire as a result of the training and, as such, with the increased competitiveness, the skills imparted to you are to be used by the Company only. It is, therefore, clearly understood and agreed to by you that if you do not fulfil your obligations under this agreement and do not serve the Company for a stipulated minimum period after successfully completing the training or otherwise commits any infringement or violation of this agreement or if the training is terminated for any reason directly attributable to you, the Company shall be fully competent and entitled to enforce this agreement and recover the training cost amounting to **Rs.1.25 lakhs** (Rupees One Lakh Twenty Five Thousand only), which shall be in addition to the damages for committing breach of the agreement. In such an event, you shall immediately pay to the Company the said training cost as well as a sum of amount as liquidated damages, failing which the Company shall be legally competent to recover the said amounts from you or your surety through the process of law, irrespective of any part-period actually served by you after the training.

2. As an intern, your position shall always be that of a 'learner', who is conducting an organizational study, while the Company shall hold the position of a 'teacher' or 'instructor'.

3. During your internship with the Company, you will be paid a stipend of **INR 12,000** per month, subject to deductions as per applicable tax laws.

4. You will be off on all weekends, public holidays as per the published Holiday calendar for **HCL Software**, accessible through **www.myhcl.com**. You may take personal leaves in exigencies and you should keep your mentor and HR Partner informed.

5. During the internship, you would be required to conduct the study during the normal working hours from **9:00 am** to **6:30 pm** on Mondays to Fridays. You may also be required to attend trainings in shifts as permitted by law. The shifts and timings are subject to change and will be communicated to you from time to time.

6. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

7. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

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8. You will be required to maintain utmost secrecy and shall not divulge or disclose to anyone in any manner, particulars or details of any information or data that you may come to possess by virtue of your association with the Company, including details of the trade secrets, manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the Company of confidential nature.

9. You are expected to acquaint yourself with the governance related Company policies which are available at the Company's online portal or may be acquired from the HR representatives at the respective premises. If at any time in the opinion of the Company, you are found to be guilty of fraud, dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, or any other conduct considered by to be deterrent to the Company's interest or of violation of one or more terms of this internship letter, the Company reserves the right to terminate your internship without notice. The decision of the Company in this regard shall be final.

10. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your internship, shall be deemed to be the exclusive property of the Company and you hereby waive any and all rights, title or interest, if any, in the same in favour of the Company. Further, it is expected that you to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive during the internship.

11. You will be responsible for safekeeping and return in good condition and order of all Company assets, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the costs of the same from you.

12. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising directly or indirectly from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your internship with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

13. Your continuance on this internship with the Company is subject to your remaining physically and mentally fit. You are expected to undergo medical examination as per the directions of the Company, if required unless prohibited under law.

14. The Company is an equal opportunities Company and has a detailed equal opportunities policy, a copy of which is available at our internal portal. You are required to read the policy and take all necessary steps to ensure that it is properly observed. Failure to comply with the terms of the policy may result in disciplinary action and, in serious cases, termination of internship.

15. Data Protection: You shall at all times be under a duty to provide and update the Company with your personal particulars, including but not limited to residential address, residential telephone number, mobile phone number, identity card number, driving license number, income tax reference number, name(s), date(s) of birth and contact details of spouse, next of kin, and children.

16. You consent to the Company monitoring and recording any use that you make of the Company's electronic communications systems for the purpose of ensuring that the Company's rules are being complied with and for legitimate

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business purposes. You shall comply with any electronic communication systems policies, if any, that the Company may issue from time to time.

17. Right to search

a) The Company reserves the right to search you or any of your property held on the Company's premises, at any time, if the Company believes that you are under the influence of alcohol or restricted drugs or carry a weapon, which could be hazardous to other occupants of the premises or if it believes that you may have committed a criminal offence.

b) The Company may take assistance of the local government agencies or any other authorized agency for conducting the necessary search as stated above.

c) If you refuse to comply with the Company's search procedure, such refusal will be treated as misconduct and will entitle the Company to take disciplinary action.

d) If you use your personal laptop or phone for office purposes, the Company has the right to inspect, take a back-up of the data, and/or submit the laptop and/or phone for forensic analysis on ground of any suspicion or misconduct.

18. Further, during the period of your internship with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and Health and Safety policies and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your internship with HCL at any time without notice. Copy of such policies is accessible through **www.myhcl.com** or you can also contact your HR Partner.

19. You would be required to submit the below stated documents on the date of your reporting for your internship.
a) Qualification certificates

b) Date of birth certificate

c) Photographs – 7 no's

d) Copy of ID Card / Passport.

e) Proof of your education with <name of university>

f) Letter from University / College recommending you for internship for the period.

If all the above terms and conditions of internship are acceptable to you, please confirm your acceptance by signing and returning to us the duplicate of this Internship letter.

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Student's Name:

Signature:

Date:

Date: **24 Sept 2020**

Name : Golla VamsiKrishna

Address : Dno:4-64,Bheemavaram
Prakasam, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Golla Vamsikrishna,

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 2020.**
- 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 perthe 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:_____

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Cognizant - Date of Joining Intimation Mailer !

1 message

Madhuri Gollapalli <mailme.madhurig@gmail.com>
To: monika.nandigam86@gmail.com

2 March 2022 at 22:13

---------- Forwarded message ---------
From: <c2c@cognizant.com>
Date: Wed, 17 Feb 2021 at 02:47
Subject: Cognizant - Date of Joining Intimation Mailer !
To: <mailme.madhurig@gmail.com>



Dear Madhuri Gollapalli,

Greetings from Cognizant!

We are glad to share the DATE OF JOINING INTIMATION MAILER with your Date of Joining and job location details.

Date of Joining: 18th Feb 2021; Job Location: Chennai

Due to current travel restriction and other parameters, your onboarding process will be virtual. Detailed steps about virtual onboarding process will be shared in a separate mail. You need not travel to the job location or any Cognizant office for onboarding or training or project work until further notice from us. **Kindly ignore the automated system SMS which you may receive one day before DOJ asking to report to office for onboarding.**

Kindly accept this Date Intimation only if you are currently residing within India and have access to laptop / desktop with high speed internet.

Location mentioned in this mailer will be your job location, kindly ignore any other location mentioned in the One Cognizant pre joining forms. The joining location mentioned in this mail will be your base location of work when Cognizant offices are operational post the pandemic. The operational plan to report at this location will be separately intimated through HR. Till then you would be working on a virtual mode.

Agenda:

Day 1 : Document validation and Onboarding process via webex (video conferencing).

Day 2 onwards: Virtual Induction and Virtual Training / Virtual BU Project (Further details will be intimated on Day 1)

Cognizant

28-Jan-2020

16-471 (CSE)

Dear Madhuri Gollapalli,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024482

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant").**

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-.** This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-.** This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

S.

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

16481A0471

28-Jan-2020

Dear Madhuri Gollapalli,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024482

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

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Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Madhuri Gollapalli **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Letter of Intent

Doc Ref. No.:QC20201473 Date of Issue: 12th JUNE 2020

Dear **GONTHUPULI DIVYALAKSHMI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Letter of Intent

Doc Ref. No.:QC20201474 Date of Issue: 12th JUNE 2020

Dear **GUDAPATI SRUTHI MAHITHA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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Compensation & Benefit Details

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(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

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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**
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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.

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.

16-474 C.W

40
149

TCS Joining Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> Wed, 18 Nov, 2020 at 6:47 pm
Reply to: recruitment.entrylevel@tcs.com
To: poojithagudavalli284@gmail.com

Dear Poojitha Gudavalli
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 26TH NOVEMBER 2020 at Chennai.
Address of ILP Centre:
TATA CONSULTANCY SERVICES LIMITED, 1/G1
SIPCOT IT Park Navalur PO
Siruseri, Tamil Nadu 600119
Chennai 600119,Tamil Nadu
Contact Person: Mr. Antony Arockianathan
Tel No.: +9104467439032
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your CT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-572-3858 (toll free).

Warm Regards,
TCS Xperience
Talent Development

=====-----=====-----=====
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

16481A0474

(C.00)

Offer: Computer Consultancy
Ref: TCSL/CT20192627706/Hyderabad
Date: 13/09/2019

Ms. Poojitha Gudavalli
1-90, Kuduru, Konkepudi Post, Pedana Mandal, Krishna District, Ap-521366Main Road,
Near Hanuman Temple,
Pedana-521366,
Andhra Pradesh.
Tel# -9347273401

Dear Poojitha Gudavalli,

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 **₹3,36,875/-** 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 &

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

16-475
CCO

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: October 29, 2020

Dear GUNAPARTHI DILEEP KUMAR,
PLOT NO:531, D.NO: 3/347, SRI KALAHASTHI COLONY, G GUDIVADA, GUDIVADA,
Andhra Pradesh, India, 521301

Dear **GUNAPARTHI DILEEP KUMAR,** service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company"),** we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 2, 2020** at 9:00 A.M at the following address **VijayawadaSEZ-U2-Gannavaram Mandal** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

16481A0475

(C.W)

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

January 06th, 2020

GUNAPARTHI DILEEP KUMAR
D.NO: 3-347 KALAHASTHRI KALANI
MALLAYAPALEM GUDIVADA(RURAL)
KRISHNA ANDHRA PRADESH 521323

Dear **GUNAPARTHI DILEEP KUMAR,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **16th January 2020** duly recommended by your College/University vide it's letter dated **06th January 2020** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar
Corp. VP & Program Director

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

Internship Agreement - ANNEXURE 1

1. The duration of your internship would be **6 months**. Your internship shall commence on **16th January 2020** to an automatic end on **15th July 2020.** Please note that this internship is not an offer for employment by the Company and doesn't create any employer and employee relation and neither of us intends any employment relationship to be created either now or at any time in the future, accordingly regulations governing employment with the Company will not apply to you. 2.You shall faithfully undertake and complete this training and further agree and undertakes that on successfully completing the training, you shall serve the Company for a minimum period of **24 months** from the date of successful completion of the training in case HCL offers you such job opportunity. It is clearly understood and agreed upon by the Parties that termination of training for any reason directly attributable to you, shall also be deemed to constitute failure to successfully complete this training or to serve the Company for a period of **30days** thereafter.

3.You agree and accept that you would be imparted specialized training meant to impart high skills and capabilities. These are specialized skills which you shall acquire as a result of the training and, as such, with the increased competitiveness, the skills imparted to you are to be used by the Company only. It is, therefore, clearly understood and agreed to by you that if you do not fulfil your obligations under this agreement and do not serve the Company for a stipulated minimum period after successfully completing the training or otherwise commits any infringement or violation of this agreement or if the training is terminated for any reason directly attributable to you, the Company shall be fully competent and entitled to enforce this agreement and recover the training cost amounting to **Rs.1.25 lakhs** (Rupees One Lakh Twenty Five Thousand only), which shall be in addition to the damages for committing breach of the agreement. In such an event, you shall immediately pay to the Company the said training cost as well as a sum of amount as liquidated damages, failing which the Company shall be legally competent to recover the said amounts from you or your surety through the process of law, irrespective of any part-period actually served by you after the training.

2. As an intern, your position shall always be that of a 'learner', who is conducting an organizational study, while the Company shall hold the position of a 'teacher' or 'instructor'.

3. During your internship with the Company, you will be paid a stipend of **INR 12,000** per month, subject to deductions as per applicable tax laws.

4. You will be off on all weekends, public holidays as per the published Holiday calendar for **HCL Software**, accessible through **www.myhcl.com**. You may take personal leaves in exigencies and you should keep your mentor and HR Partner informed.

5. During the internship, you would be required to conduct the study during the normal working hours from **9:00 am** to **6:30 pm** on Mondays to Fridays. You may also be required to attend trainings in shifts as permitted by law. The shifts and timings are subject to change and will be communicated to you from time to time.

6. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

7. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

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8. You will be required to maintain utmost secrecy and shall not divulge or disclose to anyone in any manner, particulars or details of any information or data that you may come to possess by virtue of your association with the Company, including details of the trade secrets, manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the Company of confidential nature.

9. You are expected to acquaint yourself with the governance related Company policies which are available at the Company's online portal or may be acquired from the HR representatives at the respective premises. If at any time in the opinion of the Company, you are found to be guilty of fraud, dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, or any other conduct considered by to be deterrent to the Company's interest or of violation of one or more terms of this internship letter, the Company reserves the right to terminate your internship without notice. The decision of the Company in this regard shall be final.

10. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your internship, shall be deemed to be the exclusive property of the Company and you hereby waive any and all rights, title or interest, if any, in the same in favour of the Company. Further, it is expected that you to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive during the internship.

11. You will be responsible for safekeeping and return in good condition and order of all Company assets, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the costs of the same from you.

12. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising directly or indirectly from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your internship with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

13. Your continuance on this internship with the Company is subject to your remaining physically and mentally fit. You are expected to undergo medical examination as per the directions of the Company, if required unless prohibited under law.

14. The Company is an equal opportunities Company and has a detailed equal opportunities policy, a copy of which is available at our internal portal. You are required to read the policy and take all necessary steps to ensure that it is properly observed. Failure to comply with the terms of the policy may result in disciplinary action and, in serious cases, termination of internship.

15. Data Protection: You shall at all times be under a duty to provide and update the Company with your personal particulars, including but not limited to residential address, residential telephone number, mobile phone number, identity card number, driving license number, income tax reference number, name(s), date(s) of birth and contact details of spouse, next of kin, and children.

16. You consent to the Company monitoring and recording any use that you make of the Company's electronic communications systems for the purpose of ensuring that the Company's rules are being complied with and for legitimate

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business purposes. You shall comply with any electronic communication systems policies, if any, that the Company may issue from time to time.

17. Right to search

a) The Company reserves the right to search you or any of your property held on the Company's premises, at any time, if the Company believes that you are under the influence of alcohol or restricted drugs or carry a weapon, which could be hazardous to other occupants of the premises or if it believes that you may have committed a criminal offence.

b) The Company may take assistance of the local government agencies or any other authorized agency for conducting the necessary search as stated above.

c) If you refuse to comply with the Company's search procedure, such refusal will be treated as misconduct and will entitle the Company to take disciplinary action.

d) If you use your personal laptop or phone for office purposes, the Company has the right to inspect, take a back-up of the data, and/or submit the laptop and/or phone for forensic analysis on ground of any suspicion or misconduct.

18. Further, during the period of your internship with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and Health and Safety policies and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your internship with HCL at any time without notice. Copy of such policies is accessible through **www.myhcl.com** or you can also contact your HR Partner.

19. You would be required to submit the below stated documents on the date of your reporting for your internship.
a) Qualification certificates

b) Date of birth certificate

c) Photographs – 7 no's

d) Copy of ID Card / Passport.

e) Proof of your education with <name of university>

f) Letter from University / College recommending you for internship for the period.

If all the above terms and conditions of internship are acceptable to you, please confirm your acceptance by signing and returning to us the duplicate of this Internship letter.

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Student's Name:

Signature:

Date:

Letter of Intent

Doc Ref. No.:QC20201475 Date of Issue: 12th JUNE 2020

Dear **GUNJI SRI HARI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

16-477 42 1119

SRMTech
ideas@work

July 16, 2021

To
Mr. Gutti Soma Sekhar Sai ,
No: 6-9, Reddy Ravuripeta West, Near Post-Office,
Vetapalem,
Prakasam District 523 187.

Dear Mr. Gutti Soma Sekhar Sai,

This has reference to your application and your subsequent interview with us. We are happy to offer you the position of **Programmer Trainee (Grade 1 - Level 1)** in our company with effect from July 19, 2021. The basic terms and conditions of your appointment are given below:

1. You will receive a basic salary of Rs.12,417/- (Rupees Twelve Thousand Four Hundred Seventeen) only per month. (See Annexure for further details)

2. You will be on probation for a period of six months from the date of joining, at the end of which, if your services are found satisfactory, you will be confirmed on the permanent rolls of the company. The company may however extend the probationary period, if required.

3. During the period of probation either party may terminate the employment by giving thirty days notice. After confirmation, such termination can only be by giving ninety days' notice or salary in lieu thereof. The company shall have the right to terminate the employee for cause(s) such as breach of company rules, misconduct or non-performance. Also the company shall not be obligated to make payment of any compensation to employee other than earned but unpaid salary through the date of termination.

4. Your appointment will be subject to your medical fitness at the time of joining and at any time thereafter during the tenure of your employment with the company. The company reserves the right at all times, to direct you to undergo a medical check-up to ascertain your continued fitness for the job.

5. You will be governed by the service rules of the company as applicable from time to time.

6. You will be required to work for a minimum of eight hours a day, but the company reserves the right, due to exigencies of work, to increase the working hours as and when required.

7. The other terms and conditions of employment including perquisites and allowances are detailed in the Annexure to this letter.

hrd@srmtech.com
www.srmtech.com
Campus 1A, 5th Floor, RMZ Millenia Business Park, No. 143, M.G.R Road, Kandanchavadi, Perungudi,

SRMTech
ideas@work

Note:

Mediclaim Insurance & Personal Accident Insurance

Company provides Mediclaim Insurance (for a maximum of Rs.2 lakhs only) and Personal Accident Insurance coverage (for a maximum of Rs.2 lakhs only) as a benefit on top of compensation.

Provident fund

An employee will become a member of the Employees' Provident Fund immediately from the date of joining. The present rate of provident fund contribution by the company is 12% of basic salary or Rs.1,800 whichever is lesser.

Gratuity

The employees who have rendered continuous service with company for not less than 5 years are eligible for Gratuity. The payment of gratuity (on superannuation/retirement/resignation/termination for cause/death/disablement, etc.) will be as per Gratuity Act, 1972.

Yours faithfully,
For SRM Technologies Pvt Ltd

S. T. Vinodhini

Vinodhini Sivaraman
Senior Manager – Talent Acquisition

I have read, understood and I accept the terms and conditions mentioned above in the annexure to this letter.

Signature

17-07-2021
Date

hrd@srmtech.com
www.srmtech.com
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8. In view of the nature of the company's business, you may be assigned to different locations both within India and abroad at the client's work place. When you are assigned for an abroad (onsite) assignment, your salary structure may be revised based on the country of travel. Please note that on an abroad (onsite) assignment you are required to complete the assignment before returning to India (HO). If you are not able to complete the full term of the assignment due to any personal reasons and wish to return you will have to get prior approval from the management. Inspite of approval, replacement cost, and/ or any business losses or any other direct/ indirect expenses shall be recovered from you as decided by the management.

9. Before proceeding on an overseas assignment, you will be required to give the company a written undertaking to render dedicated service to the client; to complete the work/project assigned to you and timely return to resume work in India. You will carry out assignments/projects entrusted to you from time to time with due diligence, devotion and also maintain the company's image as providers of quality software and services. You will also serve the company for a period of minimum two years after completion of any such overseas assignment.

10. You will devote the whole of your time, attention and ability to the business of the company and will observe all rules and regulations as applicable to you from time to time. You should not accept any employment, part-time or otherwise, or be interested directly or indirectly in any activity likely to affect or compete with those in which company is interested.

11. This position holds continuous responsibility and does not entail payment for overtime worked.

12. You may be selected and sponsored by the company for training programs with the company's associates or other institutions abroad. You will, diligently and beneficially, take part in such training and assignments. The cost of such overseas training which includes travel fare and related expenses will be borne by the company, subject to agreement with the company that you will continue to serve the company after such training, for a minimum period as may be stipulated.

13. All programs, system designs, manuals, literature etc. developed by you during your service at the company will, at all times, be deemed to be the sole property of the company.

14. The Information that is shared in the course of work is confidential in nature and the same should not be disclosed outside the project team. All efforts must be taken to ensure data security in line with the organizational policies that are in force.

15. Except as authorised in writing by the company, you will not duplicate any software / document belonging to the company or take them out of the company's premises for your personal use. You will not also load any unauthorized software either in the computers at the company's premises or at the client's premises except with the prior approval and authorisation by the company to do so.

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ideas@work

16. Any technical and non-technical information of confidential nature concerning the company, its associates or clients and their products and services, must not be communicated directly or indirectly to any person, firm or company that are not entitled or authorised to receive the same during and after your service with the company.

17. During employment and for a period of three (3) years immediately following the termination of employment with SRM Technologies Pvt. Ltd (Employer), regardless of the reason for or circumstances of such termination, Employee shall not, directly or indirectly, for himself or herself, individually, jointly or as a partner, employee, agent or otherwise seek employment or to do business with any client of the Employer on whose accounts Employee worked at any time during employment, or any other client for which the Employer is performing services at the time of Employee's termination of employment.

18. You will understand and abide by the Information Security Policy which is in effect at the company.

19. This appointment will be void if any supporting document submitted by you is found to be false.

20. On accepting this offer for the position of "Programmer Trainee (Grade 1 - Level 1)", you will be required to enter into a continuous service agreement with us that has been already brought to your notice.

21. Retirement Age
All employees will retire from the service of the company on completing fifty-eight years of age. For this purpose, age as recorded with the company at the time of appointment shall be considered as final and binding.

22. Certificates/Other documents
You are required to bring photocopy of the following documents for our record, if not submitted earlier to us.
- Certificate of Date of Birth
- Educational Certificate
- Relieving letter from previous employer, wherever applicable
- Salary certificate from previous employer, wherever applicable
- Recent passport-size photographs (four)
- Two copies of relevant pages of your passport
- Employees Provident Fund details (If you are already a member of EPF)

A copy of this offer letter is herewith enclosed. Please sign and return one copy as a token of your acceptance.

hrd@srmtech.com
www.srmtech.com
Campus 1A, 5th Floor, RMZ Millenia Business Park, No. 143, M.G.R Road, Kandanchavadi, Perungudi,

SRMTech
ideas@work

We welcome you on board and look forward to a long term employment with us.

Yours faithfully,
For SRM Technologies Pvt Ltd

Vinodhini Sivaraman
Senior Manager – Talent Acquisition

I have read, understood and I accept the terms and conditions of employment mentioned above.

17-07-2021
Date

Signature

Annexure to offer letter dated July 16, 2021

Name of the Employee : **Mr. Gutti Soma Sekhar Sai**

Designation : **Programmer Trainee (Grade 1 - Level 1)**

Probation period : **six months**

Your salary details are as indicated below:

Head	**Per Month (Rs.)**	**Per Annum (Rs.)**
Basic	12,417.00	149,004.00
HRA	6,209.00	74,508.00
Other Allowances	4,407.00	52,884.00
Gross Salary (A)	**23,033.00**	**276,396.00**
PF - Company Contribution (B)	1,800.00	21,600.00
Cost to Company (A+B)	**24,833.00**	**298,000.00**

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Note:

Mediclaim Insurance & Personal Accident Insurance

Company provides Mediclaim Insurance (for a maximum of Rs.2 lakhs only) and Personal Accident Insurance coverage (for a maximum of Rs.2 lakhs only) as a benefit on top of compensation.

Provident fund

An employee will become a member of the Employees' Provident Fund immediately from the date of joining. The present rate of provident fund contribution by the company is 12% of basic salary or Rs.1,800 whichever is lesser.

Gratuity

The employees who have rendered continuous service with company for not less than 5 years are eligible for Gratuity. The payment of gratuity (on superannuation/retirement/resignation/termination for cause/death/disablement, etc.) will be as per Gratuity Act, 1972.

Yours faithfully,
For SRM Technologies Pvt Ltd

S. T. Vinodhini

Vinodhini Sivaraman
Senior Manager – Talent Acquisition

I have read, understood and I accept the terms and conditions mentioned above in the annexure to this letter.

Signature

17-07-2021
Date

hrd@srmtech.com
www.srmtech.com
Campus 1A, 5th Floor, RMZ Millenia Business Park, No. 143, M.G.R Road, Kandanchavadi, Perungudi.

Letter of Intent

Doc Ref. No.:QC20211288 Date of Issue: 12th October 2020

Dear **HANUMANULA YAMINI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

1648/A0479

43
149

Offer: Computer Consultancy
Ref: TCSL/CT20192627745/Hyderabad
Date: 13/09/2019

Mr. Haswanth Naga Sai Ram Motepalli
11/178Parasuram,
Bommarillu Theatre,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9490769519

Dear Haswanth Naga Sai Ram Motepalli,

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 **₹3,36,875/-** 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 &

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

16-48 E.W 44/149

TCS Joining Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> Mon, Jan 4, 2021 at 20:34
Reply-to: recruitment.entrylevel@tcs.com
To: ivreddyivr@gmail.com

Dear Venkata Reddy Illuri
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 3RD FEBRUARY 2021 at Bhubaneswar.
Address of ILP Centre:
TRAINING LAB VENUE,BARABATI, IRC BLOCK, GROUND FLOOR
Tata Consultancy Services Limited (UNIT-II)- BARBATI SEZ
IT/ITES SEZ,PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA
Bhubaneswar 751024,Orissa
Contact Person: Ms. Parna Sarkar
Tel No.: +9103612313285
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your CT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-572-3858 (toll free).

Warm Regards,
TCS Xperience
Talent Development

=====-----=====-----=====
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

16481A0480

(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20192627554/Hyderabad
Date: 13/09/2019

Mr. Venkata Reddy Illuri
918/7-112Near Tower,
Peddarikatla,
Ongole-523245,
Andhra Pradesh.
Tel# 91-9573998318

Dear Venkata Reddy Illuri,

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 **₹3,36,875/-** 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.

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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
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16-481 CW

45
149

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Welcome To Virtusa
1 message

srilekha inamahanti <srilekhasrilu1999@gmail.com>
To: monika.nandigam86@gmail.com

14

---------- Forwarded message ---------
From: **Anytime ServiceDesk** <anytimeservicedesk@virtusa.com>
Date: Thu, May 6, 2021, 7:37 PM
Subject: Welcome To Virtusa
To: <srilekhasrilu1999@gmail.com>

Hi V V S D Srilekha Inamahanti,

Welcome to Virtusa. We are delighted to have you join us.

Your new Virtusa username is: vvsdsrilekha
Your Virtusa email address is: vvsdsrilekha@virtusa.com

Your temporary password will be sent to your mobile phone number starting with +91778 and ending with 66.Once you receive your temporary password, login.virtusa.com/setup setup within your new account.

Please note that you are required to change your password immediately after the first login.

If you do not receive the password within an hour or require any further assistance completing the on boarding process , please contact ITOnboarding-HYD@virtusa.com

Best Regards,
IT Team

2 attachments

virtusa **Virtusa welcome .png**
17K

virtusa **Virtusa welcome .png**
17K

16-481

Multipliers

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Invite from Gudlavalleru Engineering College (Autonomous) - Reg

Ramya Arumalla <ramya@multipliersolutions.in> Wed, Dec 18, 2019 at 3:45 PM
To: TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in>

Dear Sir,
Please find the below list of shortlisted students in the final round of interview

S.No	Name	Designation	CTC
1	Sreelekha	BCDM	2.3 Lpa
2	Mohith Krishna	BCDM	2.3 Lpa
3	Vamshi Krishna	BCDM	2.3 Lpa
4	SK Maheen	BCDM	2.3 Lpa
5	K Venkatesh	BCDM	2.3 Lpa — 493
6	Mrudhu Sri	Voice Process/Technical Support	2.1 Lpa — 413
7	K Divya Sri	Voice Process/Technical Support	2.1 Lpa
8	Manogna	Voice Process/Technical Support	2.1 Lpa
9	Saraswathi	Software Developer	2.4Lpa
10	Rohan	Software Developer	2.3 Lpa
11	Jyothsna	BCDM	2.3 Lpa
12	Pravallika	BCDM	2.3 lpa — 419
13	Gayathri	BCDM	2.3 lpa
14	Grace Angel	Software Developer	2.4 Lpa
15	V.Ramya	Software Developer	2.4 Lpa

Thank You

Regards,
Ramya Arumalla
HR Executive & Business Consultant
Multiplier IT Solutions India Pvt Ltd
nya@multipliersolutions.in
9100063925

[Quoted text hidden]

16-482 CW 46/149

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Welcome Onboard - Onboarding Pass Ready for Print

2 messages

Avirneni Jahnavi <avirnenijahnavi03@gmail.com>
To: monika.nandigam86@gmail.com

22 March 2022 at 12:10

---------- Forwarded message ---------
From: <CognizantTIntAcq@cognizant.com>
Date: Wed, 24 Mar 2021, 7:34 am
Subject: Welcome Onboard - Onboarding Pass Ready for Print
To: <avirnenijahnavi03@gmail.com>
Cc: <c2c@cognizant.com>, <cognizantHR@cognizant.com>

Dear Recruit ,

Candidate ID: 14385560

Greetings from Cognizant!

Congratulations! Your **'Onboarding Pass'** has been successfully generated <> and is now available for print, in the pre-joining task section. Please check the <> (YYYY-MM-DD) : 2021-03-27 in your Onboarding Pass before printing.

Kindly carry all the mandatory documents <> along with the print out of the Onboarding Pass on your date of joining to complete the onboarding formalities. Please note that printers/ photocopy machines are not available at the onboarding venue.

We look forward to have you onboard!

We wish you a successful career with Cognizant!

Regards,
Cognizant Talent Acquisition

***This is an auto triggered email. Please do not reply and mailbox is no longer 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.

3 attachments



ATT00001
5K



ATT00002
4K



ATT00001
5K

Word For Life <monika.nandigam86@gmail.com>
To: monika Nandigam <monika.nandigam86@gmail.com>

22 March 2022 at 12:18

16-482
[Quoted text hidden]

16-482

Cognizant

29-Jun-2020

(c.w)

Dear Jahnavi Avirneni,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385560

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A.**

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B.** 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : A. Jahnavi

Date: 5/11/2020

Letter of Intent

Doc Ref. No.:QC20201476 Date of Issue: 12th JUNE 2020

Dear **JONNALAGADDA ALEKHYA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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Letter of Intent

Doc Ref. No.:QC20201477 Date of Issue: 12th JUNE 2020

Dear **JUVVANAPUDI SRAVANI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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Letter of Intent

Doc Ref. No.:QC20201478 Date of Issue: 12th JUNE 2020

Dear **JUVVANAPUDI SRAVYA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
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(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

16-486

Cognizant

29-Jun-2020

{C.S}

Dear Kadavakolluvamsi Krishna,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385561

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

S. Bethavandu

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : Date:

16436/487
16-487
48
149

EMP ID and Official Mail ID details PRP 7-DEC Batch

1 message

muralidharan.punniyakodi@wipro.com <muralidharan.punniyakodi@wipro.com> Tue, 8 Dec 2020 at 14:47
To: arunakagitha1999@gmail.com <arunakagitha1999@gmail.com>

Dear kagitha aruna,

Greetings from Wipro Ltd.

Please find the AD ID and Mail ID details below for your reference.

EMP ID	NAME	ADID	MAIL ID
20184449	kagitha aruna	KA20184449	kagitha.aruna@wipro.com

Regards,

PRP PMO 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'

16481A0487
(C.S)

Gmail

Aruna kagitha <arunakagitha1999@gmail.com>

Letter of Intent - Aruna Kagitha - Ref. No.: 9472167

1 message

careers@wipro.com <careers@wipro.com>
To: arunakagitha1999@gmail.com

Tue, Oct 15, 2019 at 3:42 PM

Campus - Letter Of Intent

15-Oct-2019

Dear Aruna Kagitha,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

16-488

Cognizant

(C.W)

28-Jan-2020

Dear Divyasri Koile,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024489

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

S. Bethavandu

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

1648A0489

(1.00)

28-Jan-2020

Dear Kaithepalli Babu Anand,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024490

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Kaithepalli Babu Anand **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Letter of Intent

Doc Ref. No.:QC20201480 Date of Issue: 12th JUNE 2020

Dear **KAKI RAMYA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

16-492
C.W

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: October 29, 2020

Dear KALAM LAKSHMI PRASANNA,
door no: 1/300
Nizampeta,, gudiwada,,
Andhra Pradesh, India, '521301

Dear **KALAM LAKSHMI PRASANNA,** service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 2, 2020** at 9:00 A.M at the following address **VijayawadaSEZ-U2-Gannavaram Mandal** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

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(C.W)

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

January 07th, 2020

KALAM LAKSHMI PRASANNA
1/300,NIZAMPETA
GUDIWADA
ANDHRA PRADESH 521301

Dear **KALAM LAKSHMI PRASANNA,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **16th January 2020** duly recommended by your College/University vide it's letter dated **07th January 2020** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **16th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar
Corp. VP & Program Director

16-493 CW 52/149

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

OFFER AND APPOINTMENT LETTER

Offer Release Date: November 22, 2021

Kalavakollu Venkatesh
21-10/1-111, Muthyalampadu,
Teachers colony 1st line;, VIJAYAWADA,
Andhra Pradesh, India, 520003

Dear Kalavakollu Venkatesh,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that you have been selected for employment with **HCL Technologies Limited(2310) (herein referred as "HCL" or "Company")** as **SOFTWARE ENGINEER** at band E1.

Your date of joining in HCL will be considered as **November 22, 2021** for all employment related purposes.

You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in Annexure 1. The compensation will be effective from **November 22, 2021** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter.

Annexure I provides details on the various salary components and benefits that we offer you as a part of the HCL family.

The general terms and conditions governing your employment are outlined in **Annexure II.**

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III.** Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.

Welcome to our Organization! We look forward to a mutually fruitful association.

For **HCL Technologies Ltd.**

SIGNATURE OF EMPLOYEE:

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Joining Formalities - ADP

1 message

Sivani k <kankatasivani123@gmail.com>
To: monika.nandigam86@gmail.com

21 March 2022 at 12:25

---------- Forwarded message ---------
From: **Shendge, Uddhav (CORP)** <Uddhav.Shendge@adp.com>
Date: Mon, Oct 25, 2021, 11:11 AM
Subject: Joining Formalities - ADP
To: arunhejeebu@gmail.com <arunhejeebu@gmail.com>, chaitu693@gmail.com <chaitu693@gmail.com>, vivekhitece@gmail.com <vivekhitece@gmail.com>, Shabharinoddh.V@Outlook.in <Shabharinoddh.V@outlook.in>, nadigotturahul016@gmail.com <nadigotturahul016@gmail.com>, bhanu.bittu1551@gmail.com <bhanu.bittu1551@gmail.com>, jugalsood@yahoo.com <jugalsood@yahoo.com>, chaitanya.kambhampati03@gmail.com <chaitanya.kambhampati03@gmail.com>, c.deepak714@gmail.com <c.deepak714@gmail.com>, bramkarki7@gmail.com <bramkarki7@gmail.com>, mariorichard106@gmail.com <mariorichard106@gmail.com>, suhail.mujawar389@gmail.com <suhail.mujawar389@gmail.com>, zeeshaikh44@gmail.com <zeeshaikh44@gmail.com>, khaza.pathan999@gmail.com <khaza.pathan999@gmail.com>, solomon.ingle@gmail.com <solomon.ingle@gmail.com>, tk4474681@gmail.com <tk4474681@gmail.com>, emmanuelvarunkumar@gmail.com <emmanuelvarunkumar@gmail.com>, Somisetty.siva09@gmail.com <Somisetty.siva09@gmail.com>, md.younus2507@gmail.com <md.younus2507@gmail.com>, nikhilmeshram40@gmail.com <nikhilmeshram40@gmail.com>, piyushjoshi2111@gmail.com <piyushjoshi2111@gmail.com>, aamirkevin@gmail.com <aamirkevin@gmail.com>, moin.naik1086@gmail.com <moin.naik1086@gmail.com>, wolthativineeth@gmail.com <wolthativineeth@gmail.com>, Sabithaviswanathan20@gmail.com <Sabithaviswanathan20@gmail.com>, varchanamba2007@gmail.com <varchanamba2007@gmail.com>, punna.rekha@gmail.com <punna.rekha@gmail.com>, merlyndsilva23@gmail.com <merlyndsilva23@gmail.com>, prbehera03@gmail.com <prbehera03@gmail.com>, shikha.abhiramagroup@gmail.com <shikha.abhiramagroup@gmail.com>, chandrakarriya@yahoo.com <chandrakarriya@yahoo.com>, mounicamoni196@gmail.com <mounicamoni196@gmail.com>, singhviny15@gmail.com <singhviny15@gmail.com>, safreene207@gmail.com <safreene207@gmail.com>, mona27611@gmail.com <mona27611@gmail.com>, sherinpearl8888@gmail.com <sherinpearl8888@gmail.com>, sarita.dsouza12@gmail.com <sarita.dsouza12@gmail.com>, malvearundathi@gmail.com <malvearundathi@gmail.com>, maryumrahmanansari@gmail.com <maryumrahmanansari@gmail.com>, anice0008@gmail.com <anice0008@gmail.com>, Pappulakshmi1@gmail.com <Pappulakshmi1@gmail.com>, manasmanasa987@gmail.com <manasmanasa987@gmail.com>, likhithanpt@gmail.com <likhithanpt@gmail.com>, vandanapriya.25@outlook.com <vandanapriya.25@outlook.com>, shirisha.mysula@gmail.com <shirisha.mysula@gmail.com>, kakade.snehal02@gmail.com <kakade.snehal02@gmail.com>, valijafernandes@gmail.com <valijafernandes@gmail.com>, gkalyanichowdary210@gmail.com <gkalyanichowdary210@gmail.com>, aishanaaz800@gmail.com <aishanaaz800@gmail.com>, nidhiashtikar8@gmail.com <nidhiashtikar8@gmail.com>, purohitamith1@gmail.com <purohitamith1@gmail.com>, jedidiahg7@gmail.com <jedidiahg7@gmail.com>, snehasingh7511@gmail.com <snehasingh7511@gmail.com>, dishashekar6996@gmail.com <dishashekar6996@gmail.com>, kankatasivani123@gmail.com <kankatasivani123@gmail.com>
Cc: Prescilla, Maria (CORP) <Maria.Prescilla@adp.com>, Palvai, Samuel Kireet (CORP) <Samuelkireet.Palvai@adp.com>

Dear Joiner,

Welcome Onboard!

We request you to get the attached form filled in and share it back with us by reverting to the same email. The form is in editable format.

16-491

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STRICTLY PERSONAL

Name: GEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. K-Sravani

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042 + Incentives /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-497 CW 55/149

TCS Joining Letter

2 messages

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> Tue, Dec 22, 2020 at 10:33
Reply-to: recruitment.entrylevel@tcs.com
To: raghavanani5599@gmail.com

Dear Veera Raghava Karnatakapu
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 27TH JANUARY 2021 at Hyderabad.
Address of ILP Centre:
TATA CONSULTANCY SERVICES, SYNERGY PARK – CMC NON SEZ CENTRE,
Old Mumbai Highway,Gachibowli, Hyderabad, Telangana.
Land mark: Opposite to DLF building
Hyderabad 500019,Telangana
Contact Person: Mr. Ramakanth Kotla
Tel No.: +04066674999
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your CT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-572-3858 (toll free).

Warm Regards,
TCS Xperience
Talent Development

=====-----=====-----=====
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

Raghava Karnatakapu <raghavanani5599@gmail.com> Sun, May 2, 2021 at 19:38

16481A0497

(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20192627162/Hyderabad
Date: 13/09/2019

Mr. Veera Raghava Karnatakapu
8/79Ramalayam Road,
Srirampuram,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-7981942805

Dear Veera Raghava Karnatakapu,

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 **₹3,36,875/-** 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 &

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

Dopdt

16-498

Cognizant

16481A0498

(C.W)

29-Jun-2020

Dear Kasarapu Saikrishna,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385563

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

Annexure A

Name: Kasaropu Saikrishna **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
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*	7129	85,548
	Annual Gross Compensation		**353,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**376,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	Annual Total Remuneration		**401,991**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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. # 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. Contribution to ESI Wages: 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.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

16-4-10 C.W

Onboarding Pass



Candidate Name (CandidateID)	: Katta Vyshnavi (14385564		
Date of Joining	: 28 Nov 2020	Telephone Number	: 9494297647
Blood Group	: A+	Date of Birth	: 12 Oct 1998
PAN Card	: IOJPK7087A	Aadhar Card Number	: 675010638809
Cognizant Address	: Cognizant Technology Solutions India Pvt Ltd, KITS Campus (CKC) , Plot No. 1 & 2, Elcot IT Park, Survey, No. 602/3, Sholinganallur Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119,		

This pass is valid only on DOJ

SECURITY,HEALTH & SAFETY GUIDELINES FOR VISITORS IN COGNIZANT PREMISES

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Cognizant prohibits carrying narcotic drugs, psychotropic substances and alcoholic drinks in the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate ti record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safety exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building • In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed.

EMERGENCY CONTACT

If you witness/are involved in a safety incident please report to Cognizant Emergency Call Center immediately at 1800 258 2345

FOR OFFICE USE ONLY:



Candidate Name (Candidate ID)	: Katta Vyshnavi (14385564		
Date of Joining	: 28 Nov 2020	Telephone Number	: 9494297647
Blood Group	: A+	Date of Birth	: 12 Oct 1998
PAN Card	: IOJPK7087A	Aadhar Card Number	: 675010638809
Cognizant Address	: Cognizant Technology Solutions India Pvt Ltd, KITS Campus (CKC) , Plot No. 1 & 2, Elcot IT Park, Survey, No. 602/3, Sholinganallur Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119,		

Cognizant

29-Jun-2020

16-4AD
(C.W)

Dear Katta Vyshnavi,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385564

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

S. Bethavandu

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-4A1
C.W

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Ref: TCSL/CT20192627281/1293019/Hyderabad
Date: 11 April 2021

MS. KAVYANJALI BODDAPATY
20-342-32-1 Chilakalapudi,
Sarkar Thota, Machilipatnam,
Andhra Pradesh-521002.
Tel# 917995039934

Sub: Joining Letter

Dear Ms. Kavyanjali Boddapaty,

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 April 2021** , your joining location is **Ahmedabad** , work location is **Ahmedabad** 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16481A04A1
(C.S)

Offer: Computer Consultancy
Ref: TCSL/CT20192627281/Hyderabad
Date: 13/09/2019

Ms. Kavyanjali Boddapaty
20-342-32-1Chilakalapudi,
Sarkar Thota,
Machilipatnam-521002,
Andhra Pradesh.
Tel# 91-8309751706

Dear Kavyanjali Boddapaty,

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 **₹3,36,875/-** 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 &

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

16-4A2

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STRICTLY PERSONAL

Name: CnEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. K. Guru Sai Tharun

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June / July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-4A4 C.W

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HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: October 29, 2020

Dear KOLISETTY MADHAVI,
Near Masijd Road
Main Road,, Dachepalli,
Andhra Pradesh, India, '522414

Dear **KOLISETTY MADHAVI,** service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 2, 2020** at 9:00 A.M at the following address **VijayawadaSEZ-U2-Gannavaram Mandal** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

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(C.O.)

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

January 06th, 2020

KOLISETTY MADHAVI
D.NO:1-166,DACHEPALLI
GUNTUR
ANDHRA PRADESH 522414

Dear **KOLISETTY MADHAVI,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **16th January 2020** duly recommended by your College/University vide it's letter dated **06th January 2020** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

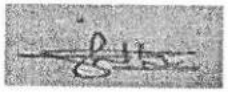
HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **16th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar
Corp. VP & Program Director

HCL Technologies Limited
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Internship Agreement - ANNEXURE 1

1. The duration of your internship would be **6 months**. Your internship shall commence on **16th January 2020** to an automatic end on **15th July 2020.** Please note that this internship is not an offer for employment by the Company and doesn't create any employer and employee relation and neither of us intends any employment relationship to be created either now or at any time in the future, accordingly regulations governing employment with the Company will not apply to you. 2.You shall faithfully undertake and complete this training and further agree and undertakes that on successfully completing the training, you shall serve the Company for a minimum period of **24 months** from the date of successful completion of the training in case HCL offers you such job opportunity. It is clearly understood and agreed upon by the Parties that termination of training for any reason directly attributable to you, shall also be deemed to constitute failure to successfully complete this training or to serve the Company for a period of **30days** thereafter.

3.You agree and accept that you would be imparted specialized training meant to impart high skills and capabilities. These are specialized skills which you shall acquire as a result of the training and, as such, with the increased competitiveness, the skills imparted to you are to be used by the Company only. It is, therefore, clearly understood and agreed to by you that if you do not fulfil your obligations under this agreement and do not serve the Company for a stipulated minimum period after successfully completing the training or otherwise commits any infringement or violation of this agreement or if the training is terminated for any reason directly attributable to you, the Company shall be fully competent and entitled to enforce this agreement and recover the training cost amounting to **Rs.1.25 lakhs** (Rupees One Lakh Twenty Five Thousand only), which shall be in addition to the damages for committing breach of the agreement. In such an event, you shall immediately pay to the Company the said training cost as well as a sum of amount as liquidated damages, failing which the Company shall be legally competent to recover the said amounts from you or your surety through the process of law, irrespective of any part-period actually served by you after the training.

2. As an intern, your position shall always be that of a 'learner', who is conducting an organizational study, while the Company shall hold the position of a 'teacher' or 'instructor'.

3. During your internship with the Company, you will be paid a stipend of **INR 12,000** per month, subject to deductions as per applicable tax laws.

4. You will be off on all weekends, public holidays as per the published Holiday calendar for **HCL Software**, accessible through **www.myhcl.com**. You may take personal leaves in exigencies and you should keep your mentor and HR Partner informed.

5. During the internship, you would be required to conduct the study during the normal working hours from **9:00 am** to **6:30 pm** on Mondays to Fridays. You may also be required to attend trainings in shifts as permitted by law. The shifts and timings are subject to change and will be communicated to you from time to time.

6. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

7. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

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www.hcltech.com

business purposes. You shall comply with any electronic communication systems policies, if any, that the Company may issue from time to time.

17. Right to search

a) The Company reserves the right to search you or any of your property held on the Company's premises, at any time, if the Company believes that you are under the influence of alcohol or restricted drugs or carry a weapon, which could be hazardous to other occupants of the premises or if it believes that you may have committed a criminal offence.

b) The Company may take assistance of the local government agencies or any other authorized agency for conducting the necessary search as stated above.

c) If you refuse to comply with the Company's search procedure, such refusal will be treated as misconduct and will entitle the Company to take disciplinary action.

d) If you use your personal laptop or phone for office purposes, the Company has the right to inspect, take a back-up of the data, and/or submit the laptop and/or phone for forensic analysis on ground of any suspicion or misconduct.

18. Further, during the period of your internship with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and Health and Safety policies and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your internship with HCL at any time without notice. Copy of such policies is accessible through **www.myhcl.com** or you can also contact your HR Partner.

19. You would be required to submit the below stated documents on the date of your reporting for your internship.
a) Qualification certificates

b) Date of birth certificate

c) Photographs – 7 no's

d) Copy of ID Card / Passport.

e) Proof of your education with <name of university>

f) Letter from University / College recommending you for internship for the period.

If all the above terms and conditions of internship are acceptable to you, please confirm your acceptance by signing and returning to us the duplicate of this Internship letter.

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Student's Name:

Signature:

Date:

16481A04A7

(c.w)

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20192627757/Hyderabad
Date: 13/09/2019

Mr. Vinay Kolluri
1-24a,
Chirrikurapadu,
Chirrikurapadu-521356,
Andhrapradesh.
Tel# 91-9642329917

Dear Vinay Kolluri,

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 **₹3,36,875/-** 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 &

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

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 U72900DL2005PTC134394

Ref. FIPL/Offer/1361/65/2020 Date: **23-sept-2020**

Ms. Kolluru Maneesha
48-11/8-6,Ramavarapadu
Vijayavada,Andra Pradesh(520008)
Mob:7337006744

Email ID: maneeshakolluru@gmail.com

Subject: Offer of Employment

Dear Maneesha,

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 2020 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 2020.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

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.**

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** 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, Pace 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:-

Offeí Letteí

Doc.Code:	GLX_HR_ I˝EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2019
Contact	HR I˝eam	Email	galaxeindiahí@galaxe.com

OT˜˜ER LE I˝I˝ER

Píivate & Confidential
Ref:
Dated: 1st September, 2020

Ms. Kondu Srinu
Kothapalli, AP

Deaí Kondu Srinu,

In continuation to ouí vaíious 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 6th october, 2020. Please aíiive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˝ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˝C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˝he contíact teíms would include 36 months commitment fíom 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

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˝echnology Paík Ltd.(II˝PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeíied oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoíed as 2012 ľechnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; ľoíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. ľhe coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. ľhe enviíonment is veíy exciting, with high levels of motivation and íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. ľhe open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse ľ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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The objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

Thíough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Tíust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Tíeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – Take Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive 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 stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

Theíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunitiesand L & H1B visa sponsoíship's.

Employment

Teíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/Teímination:

The wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

The Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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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 mateíial 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/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís 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 peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice 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 aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

ǁ˝otal woíking houís peí week is 48 houís. ǁ˝he 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 aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation 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 suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. I'he Employee agíees that depending on Company's business íequiíements the Job Descíiption 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 diíect 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 II'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed 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 deíive 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 eitheí alone oí jointly with otheís duíing 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 neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation 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.

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I'he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I'he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I'hiíd Paíty Softwaíe, the Employee shall not use the I'hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

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(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation 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 duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily 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 íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment withthe Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting 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 : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Kondu Srinu **Designation: Associate Developeí**		**Date of Joining:6th October, 2020** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	-	10,550
Medical Insuíance	-	7,500
Annual C▮˝C:	-	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

▮˝axation: ▮˝axation will be goveíned by the income tax íules. **▮˝**he company will be deducting tax at souíce as peí income tax guidelines.

a) Youí indicative annual C▮˝C foí yeaí 2 can be up to Rs.7.5 LPA*
Youí indicative annual C▮˝C foí yeaí 3 can be up to Rs.11 LPA *
**** Based on peífoímance***

ANNEXURE 2

House Rent Allowance:

▮˝o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave ▮˝íavel Allowance

▮˝his is paít of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income **▮˝**ax íegulations.

Ïood Coupons

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ⅰ′his tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií 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.

Ïood Allowance
Ⅰ′he Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ⅰ′ &D, Ⅰ′elephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ⅰ′eam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ⅰ′wo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.



Sangeeta Bhaíat
Associate VP - Recíuitment

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Date: **24 Sept 2020**

Name : Kopuri Lakshman Chowdary

Address : Dno:3-28, Nandigama
Guntur, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Kopuri Lakshman Chowdary,

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 2020.**
- 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 perthe 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:_____

16-454

स्वच्छ भारत
एक कदम स्वच्छता की ओर

भारत इलेक्ट्रॉनिक्स
BHARAT ELECTRONICS

No. 383/TE/HR/COMPS.& EM
Date: 24.11.2021

भारत इलेक्ट्रॉनिक्स लिमिटेड
(भारत सरकार का उद्यम, रक्षा मंत्रालय)
जालहल्ली पोस्ट,
बेंगलुरु - 560 013
भारत

BHARAT ELECTRONICS LIMITED
(A Govt. of India Enterprise, Ministry of Defence)
Jalahalli Post,
BENGALURU - 560 013
India
फोन / Phone :
फैक्स / Fax : 080-22195606
ईमेल / E-mail : hrcompsem@bel.co.in

Sub: Provisional Offer of Appointment for the post of Trainee Engineer-I
****

Further to the Interview you had with BEL Bengaluru, we are pleased to inform you that you are selected as "TRAINEE ENGINEER-I" provisionally for Bengaluru Complex on the following terms and conditions:

TERMS OF THE ENGAGEMENT:

1. You will be engaged on temporary basis for a period of ONE YEAR with effect from the date of your joining duty. Your engagement on temporary basis is subject to satisfactory verification of your credentials/testimonials.

2. You will be paid a consolidated amount of Rs.25, 000/- per month during your employment period. In addition to the remuneration indicated above, a consolidated amount of Rs. 10,000/- per annum will be paid towards expenses like medical insurance premium, attire allowance, stitching charges, footwear allowance etc. The additional amount shall be paid in two instalments i.e., first instalment to be processed in the first month's salary after joining and the second instalment will be paid after completion of 6 months from the date of joining. Income tax/ Professional tax deductions and other statutory deductions will be made as per rules. You are required to produce a copy of your Permanent Account Number (PAN) for Income Tax purpose.

3. You will not be entitled to any other benefits applicable to regular employees of the Company such as DA, HRA, PF, Gratuity, Medical, Incentive, etc. However, you can avail Company's canteen / transport services on payment basis at actual rates, wherever available.

4. The location of posting assigned to you is subject to change, based on the project requirements and you should be willing to travel / re-locate to locationsassigned to you during the course of your employment.

Cont.....

9914 041 002 19

Cognizant

16481A04B9
M.Sai (C.W)

28-Jan-2020

Dear Sai Machavarapu,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024893

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

Annexure A

Name: Sai Machavarapu **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.
**** **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.
Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

(C.S)

Gmail

Raasi Kamal <maddalakamal7@gmail.com>

Hexaware Technologies Limited << Candidate Fact Sheet Verification >> Institute Name:-Gudlavalleru Engineering College, Candidate Name:-Maddala Raasi Kamal

2 messages

Rakesh Warkar <RakeshW@hexaware.com> 28 November 2019 at 17:18
To: "maddalakamal7@gmail.com" <maddalakamal7@gmail.com>

Dear Maddala Raasi Kamal

This is Rakesh from hexaware Technologies Limited.We are verifying our existing candidate records and writing this email to check with you if any changes required.You are kindly requested to confirm your response by 30th Nov'19.

Please find your details as mentioned below.

Institute Name :- Gudlavalleru Engineering College
Candidate Name :- Maddala Raasi Kamal
Gender :- Female
Date of Birth (MM/DD/YY) :- 12/4/1998
10th Score (%):- 9.5
12th Score (%):- 89.8
Degree (%):- 8.37
Mobile No:- 7780398332
Email ID:- maddalakamal7@gmail.com

Thanks in advance.

Regards,
Rakesh Warkar.
(M) - 8237564274,
Desk Details - 152 bldg., Ground floor, South wing,desk-44

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Cognizant

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16481A04C1

M. Vyshnavi

28-Jan-2020

Dear Vyshnavi Maddali,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14025010

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : Date:

Cognizant

Annexure A

Name: Vyshnavi Maddali **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Cognizant

Dear Recruit ,

Candidate ID: 14385566

Greetings from Cognizant!

Congratulations! Your 'Onboarding Pass' has been successfully generated <> and is now available for print, in the pre-joining task section. Please check the <> (YYYY-MM-DD) : 2020-11-28 in your Onboarding Pass before printing.

Kindly carry all the mandatory documents <> along with the print out of the Onboarding Pass on your date of joining to complete the onboarding formalities. Please note that printers/ photocopy machines are not available at the onboarding venue.

We look forward to have you onboard!

We wish you a successful career with Cognizant!

Regards,

<>

M. Jyothsna Priya

16-4C2
(C.W)

Dear Maddijyothsna,

Warm greetings from Cognizant!

Congratulations and welcome to Cognizant family!! Attached is the soft copy of the offer letter. We are sure that there will be a lot of mutual value adds with the beginning of your association with Cognizant!

While you read through the offer, we would like you to make a note of the following,

The offer made is based on internal parity and the overall structure in Cognizant. Cognizant incentives schemes are the best in the industry. One of the major USP is our Annual Bonus - It is here we try and reward those who have performed outstandingly.

You will receive a mail from CognizantHR@cognizant.com to help you with the pre-joining formalities with us.

We are really excited to have you on-board.

Best Regards
Cognizant HR - Talent Acquisition Group

Please do not delete this mail as it cannot be resent. Replies to this message are undeliverable and will not reach the Talent Acquisition Group. Please do not reply.

16-4(3 C.W 70/149

Welcome to Wipro | Virtual Onboarding Day – November 30th 2020

1 message

<manager.campus@wipro.com> Thu, 12 Nov 2020 at 6:22 pm
To: giridharmaddireddy2502@gmail.com



Welcome to Wipro | Virtual Onboarding Day – November 30th 2020

Dear **Giridhar Reddy Maddireddy**

Resume Number - **9472457**,

Greetings from Wipro!

16481A04C3 (C.W)

Gmail

Maddireddy Giridhar Reddy <giridharmaddireddy2502@gmail.com>

Letter of Intent - MADDIREDDY GIRIDHAR REDDY - Ref. No.: 9472457

1 message

careers@wipro.com <careers@wipro.com>
To: giridharmaddireddy2502@gmail.com

Tue, Oct 15, 2019 at 3:43 PM

Campus - Letter Of Intent

15-Oct-2019

Dear MADDIREDDY GIRIDHAR REDDY,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

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 U72900DL2005PTC134394

Ref. FIPL/Offer/1361/66/2020 Date: **23-sept-2020**

Mr. Mallireddy Sai Manoj Reddy
1-37,Lingavaram
Gudivada,Andra Pradesh(521327)
Mob:8331991669

Email ID: manojreddy724@gmail.com

Subject: Offer of Employment

Dear Manoj,

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 2020 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 2020.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

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.**

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** 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, Pace 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:-

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TATA

26-NOV-2020

Letter Of Appointment

Mr. Jagadeesh Mallisetti
TCS - Hyderabad

Dear Mr. Jagadeesh,

Further to your acceptance of our offer letter vide TCSL/CT20192628049/- Hyderabad dated 13-Sep-2019 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. 26-NOV-2020 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 1772201.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TCS Private & Confidential

16481A04C7

(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20192628049/Hyderabad
Date: 13/09/2019

Mr. Jagadeesh Mallisetti
0-120,Badevaripalem,Pittallanka[Post],Koduru[Mandal].11th Ward,
Near Ramalayam Temple,
Avanigadda-521121,
Andhrapradesh.
Tel# 91-7993877157

Dear Jagadeesh Mallisetti,

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 ₹**3,36,875/-** 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 &

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

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: October 29, 2020

Dear MANDALI DIVYA SIVANI,
FLAT NO:106
GANESH HARMONY APARTMENT,, GUDIVADA,
Andhra Pradesh, India, 521301

Dear **MANDALI DIVYA SIVANI**, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 2, 2020** at 9:00 A.M at the following address **VijayawadaSEZ-U2-Gannavaram Mandal** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

M. Divya Sivani

16-429
(C.W)

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

January 06th, 2020

MANDALI DIVYA SIVANI
FLAT NO:106 1ST FLOOR GANESH HARMONY,
BYPASS ROAD NEAR GOWTHAM SCHOOL,GUDIVADA
KRISHNA ANDHRA PRADESH 521301

Dear **MANDALI DIVYA SIVANI,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **16th January 2020** duly recommended by your College/University vide it's letter dated **06th January 2020** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

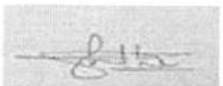
HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar
Corp. VP & Program Director

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

Internship Agreement - ANNEXURE 1

1. The duration of your internship would be **6 months**. Your internship shall commence on **16th January 2020** to an automatic end on **15th July 2020.** Please note that this internship is not an offer for employment by the Company and doesn't create any employer and employee relation and neither of us intends any employment relationship to be created either now or at any time in the future, accordingly regulations governing employment with the Company will not apply to you. 2.You shall faithfully undertake and complete this training and further agree and undertakes that on successfully completing the training, you shall serve the Company for a minimum period of **24 months** from the date of successful completion of the training in case HCL offers you such job opportunity. It is clearly understood and agreed upon by the Parties that termination of training for any reason directly attributable to you, shall also be deemed to constitute failure to successfully complete this training or to serve the Company for a period of **30days** thereafter.

3.You agree and accept that you would be imparted specialized training meant to impart high skills and capabilities. These are specialized skills which you shall acquire as a result of the training and, as such, with the increased competitiveness, the skills imparted to you are to be used by the Company only. It is, therefore, clearly understood and agreed to by you that if you do not fulfil your obligations under this agreement and do not serve the Company for a stipulated minimum period after successfully completing the training or otherwise commits any infringement or violation of this agreement or if the training is terminated for any reason directly attributable to you, the Company shall be fully competent and entitled to enforce this agreement and recover the training cost amounting to **Rs.1.25 lakhs** (Rupees One Lakh Twenty Five Thousand only), which shall be in addition to the damages for committing breach of the agreement. In such an event, you shall immediately pay to the Company the said training cost as well as a sum of amount as liquidated damages, failing which the Company shall be legally competent to recover the said amounts from you or your surety through the process of law, irrespective of any part-period actually served by you after the training.

2. As an intern, your position shall always be that of a 'learner', who is conducting an organizational study, while the Company shall hold the position of a 'teacher' or 'instructor'.

3. During your internship with the Company, you will be paid a stipend of **INR 12,000** per month, subject to deductions as per applicable tax laws.

4. You will be off on all weekends, public holidays as per the published Holiday calendar for **HCL Software**, accessible through **www.myhcl.com**. You may take personal leaves in exigencies and you should keep your mentor and HR Partner informed.

5. During the internship, you would be required to conduct the study during the normal working hours from **9:00 am** to **6:30 pm** on Mondays to Fridays. You may also be required to attend trainings in shifts as permitted by law. The shifts and timings are subject to change and will be communicated to you from time to time.

6. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

7. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

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Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

8. You will be required to maintain utmost secrecy and shall not divulge or disclose to anyone in any manner, particulars or details of any information or data that you may come to possess by virtue of your association with the Company, including details of the trade secrets, manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the Company of confidential nature.

9. You are expected to acquaint yourself with the governance related Company policies which are available at the Company's online portal or may be acquired from the HR representatives at the respective premises. If at any time in the opinion of the Company, you are found to be guilty of fraud, dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, or any other conduct considered by to be deterrent to the Company's interest or of violation of one or more terms of this internship letter, the Company reserves the right to terminate your internship without notice. The decision of the Company in this regard shall be final.

10. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your internship, shall be deemed to be the exclusive property of the Company and you hereby waive any and all rights, title or interest, if any, in the same in favour of the Company. Further, it is expected that you to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive during the internship.

11. You will be responsible for safekeeping and return in good condition and order of all Company assets, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the costs of the same from you.

12. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising directly or indirectly from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your internship with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

13. Your continuance on this internship with the Company is subject to your remaining physically and mentally fit. You are expected to undergo medical examination as per the directions of the Company, if required unless prohibited under law.

14. The Company is an equal opportunities Company and has a detailed equal opportunities policy, a copy of which is available at our internal portal. You are required to read the policy and take all necessary steps to ensure that it is properly observed. Failure to comply with the terms of the policy may result in disciplinary action and, in serious cases, termination of internship.

15. Data Protection: You shall at all times be under a duty to provide and update the Company with your personal particulars, including but not limited to residential address, residential telephone number, mobile phone number, identity card number, driving license number, income tax reference number, name(s), date(s) of birth and contact details of spouse, next of kin, and children.

16. You consent to the Company monitoring and recording any use that you make of the Company's electronic communications systems for the purpose of ensuring that the Company's rules are being complied with and for legitimate

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www.hcltech.com

business purposes. You shall comply with any electronic communication systems policies, if any, that the Company may issue from time to time.

17. Right to search

a) The Company reserves the right to search you or any of your property held on the Company's premises, at any time, if the Company believes that you are under the influence of alcohol or restricted drugs or carry a weapon, which could be hazardous to other occupants of the premises or if it believes that you may have committed a criminal offence.

b) The Company may take assistance of the local government agencies or any other authorized agency for conducting the necessary search as stated above.

c) If you refuse to comply with the Company's search procedure, such refusal will be treated as misconduct and will entitle the Company to take disciplinary action.

d) If you use your personal laptop or phone for office purposes, the Company has the right to inspect, take a back-up of the data, and/or submit the laptop and/or phone for forensic analysis on ground of any suspicion or misconduct.

18. Further, during the period of your internship with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and Health and Safety policies and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your internship with HCL at any time without notice. Copy of such policies is accessible through **www.myhcl.com** or you can also contact your HR Partner.

19. You would be required to submit the below stated documents on the date of your reporting for your internship.
a) Qualification certificates

b) Date of birth certificate

c) Photographs – 7 no's

d) Copy of ID Card / Passport.

e) Proof of your education with <name of university>

f) Letter from University / College recommending you for internship for the period.

If all the above terms and conditions of internship are acceptable to you, please confirm your acceptance by signing and returning to us the duplicate of this Internship letter.

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Student's Name:

Signature:

Date:

16-4DO
CW

73
149

INFOVIEW
SYSTEMS INDIA PVT. LTD.

2nd Floor, Plot No. 5, Survey No. 62, Durgam Cheruvu Road, Madhapur, Hyderabad - 500081**Tel:** +91-40-42707110, **Email:** info@infoviewsystems.com, **Web:** www.infoviewsystems.com

Letter of Appointment

Manjusri Pandhi
2-73-6, Malleswaram,
Krishna, Andhra Pradesh – 521324

1st Feb'2022

Dear Manjusri,

1. **Appointment:** We are pleased to appoint you as Trainee Consultant of **InfoView Systems India Private Limited** with effect from **1st Feb'2022**.You will report to HR currently. Your reporting may change from time to time and that will be communicated in writing to you by the Company. Your appointment is subject to your being found medically fit and satisfactory verification of your qualification, experiences and references.

2. **Compensation**: Your role is currently positioned in G1 and your monthly compensation & other benefits will be as specified in Annexure 'A'. You shall adhere to all policies framed by the Company and as amended from time to time. Further, you shall be liable for any income tax and all other applicable taxes arising out of payments received by you by way of remuneration as stated in this clause.

3. **Probation & Confirmation**: From the date of appointment, you shall undergo 2 (two) months of mandatory Internship Programme in the Company. If you successfully complete the Internship Programme period, either initial or extended, as the case may be, the Company may in its sole discretion confirm your employment. After completion of your internship programme, you shall be probation for the next 6 (six) months which may be extended if so, deemed necessary by the Company for such further period as it deems fit. You will be deemed to be on probation till you receive the letter of confirmation in writing from the Company.

4. **Service Assurance**: From the date of Appointment, you shall agree to the Service Assurance Bond for **18 months** with Infoview Systems and upon to failing to serve the assurance bond, you shall provide the Company with a prior written notice of such resignation or payment in lieu thereof. This would include the recovery of the training cost, internship stipend and the salary of the notice period, if not served.

5. **Notice Period:** On confirmation, your appointment with the Company will be subject to termination with 4 Months' notice or payment in lieu thereof. Should you desire to resign from the Company you shall provide the Company with prior written notice of a similar period of such resignation or payment in lieu thereof. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation. If you desire to resign from your services hereunder, you shall, notwithstanding the provision with respect to payment in lieu of the notice as provided hereunder, make yourself available during all office hours, for such period from the date of tendering your resignation, as may be required by the company at its discretion in order to ensure a smooth transition.

6. **Location/Domicile:** Your base work location will be in **Hyderabad.** However, the Company may, at any time, at its sole discretion, transfer/second and/or depute you from one place to another anywhere in India or abroad and/or from one department to another and/or from one division to another and I or to any of its affiliates, associates,

Gmail

Mohan Ganesh <gani.mm007@gmail.com>

Letter of Intent - Maragani Mohan Ganesh - Ref. No.: 9281609

careers@wipro.com <careers@wipro.com>
To: gani.mm007@gmail.com
Cc: manager.campus@wipro.com

Tue, Dec 10, 2019 at 12:58 PM

Campus - Letter Of Intent

December 09, 2019

Dear Maragani Mohan Ganesh ,

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 the 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**

16-4D3
C.W

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com

OFFER & APPOINTMENT LETTER

Offer Release Date: October 30, 2020

Dear MAREDDY RAMAKRISHNA,
H.NO : 6 - 33A,Nadimpalli(village), Venkatachalam
Darsi, Darsi,
Andhra Pradesh, India, 523247

Dear **MAREDDY RAMAKRISHNA,** service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company"),** we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 2, 2020** at 9:00 A.M at the following address **VijayawadaSEZ-U2-Gannavaram Mandal** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

M. Rama Krishna

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(C.W)

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OFFER FOR INTERNSHIP

December 26, 2019

M.RAMA KRISHNA

D.NO:6-33A,NADIMPALLI,

DARISI MANDALAM,VENKATACHALAM PALLI,

PRAKASAM,A.P-523247.

Dear **M.RAMA KRISHNA,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **09th January 2020** duly recommended by your College/University vide it's letter dated **26th December 2019** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

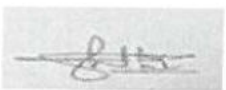
HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar

Corp. VP & Program Director

HCL

M. Rama Krishna

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Internship Agreement - ANNEXURE 1

1. The duration of your internship would be **6 months**. Your internship shall commence on **09th January 2020** to an automatic end on **08th July 2020.** Please note that this internship is not an offer for employment by the Company and doesn't create any employer and employee relation and neither of us intends any employment relationship to be created either now or at any time in the future, accordingly regulations governing employment with the Company will not apply to you. 2.You shall faithfully undertake and complete this training and further agree and undertakes that on successfully completing the training, you shall serve the Company for a minimum period of **24 months** from the date of successful completion of the training in case HCL offers you such job opportunity. It is clearly understood and agreed upon by the Parties that termination of training for any reason directly attributable to you, shall also be deemed to constitute failure to successfully complete this training or to serve the Company for a period of **30days** thereafter.

3.You agree and accept that you would be imparted specialized training meant to impart high skills and capabilities. These are specialized skills which you shall acquire as a result of the training and, as such, with the increased competitiveness, the skills imparted to you are to be used by the Company only. It is, therefore, clearly understood and agreed to by you that if you do not fulfil your obligations under this agreement and do not serve the Company for a stipulated minimum period after successfully completing the training or otherwise commits any infringement or violation of this agreement or if the training is terminated for any reason directly attributable to you, the Company shall be fully competent and entitled to enforce this agreement and recover the training cost amounting to **Rs.1.25 lakhs** (Rupees One Lakh Twenty Five Thousand only), which shall be in addition to the damages for committing breach of the agreement. In such an event, you shall immediately pay to the Company the said training cost as well as a sum of amount as liquidated damages, failing which the Company shall be legally competent to recover the said amounts from you or your surety through the process of law, irrespective of any part-period actually served by you after the training.

2. As an intern, your position shall always be that of a 'learner', who is conducting an organizational study, while the Company shall hold the position of a 'teacher' or 'instructor'.

3. During your internship with the Company, you will be paid a stipend of **INR 12,000** per month, subject to deductions as per applicable tax laws.

4. You will be off on all weekends, public holidays as per the published Holiday calendar for **HCL Software**, accessible through **www.myhcl.com**. You may take personal leaves in exigencies and you should keep your mentor and HR Partner informed.

5. During the internship, you would be required to conduct the study during the normal working hours from **9:00 am** to **6:30 pm** on Mondays to Fridays. You may also be required to attend trainings in shifts as permitted by law. The shifts and timings are subject to change and will be communicated to you from time to time.

6. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

7. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

HCL

M. Rama Krishna

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9. You are expected to acquaint yourself with the governance related Company policies which are available at the Company's online portal or may be acquired from the HR representatives at the respective premises. If at any time in the opinion of the Company, you are found to be guilty of fraud, dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, or any other conduct considered by to be deterrent to the Company's interest or of violation of one or more terms of this internship letter, the Company reserves the right to terminate your internship without notice. The decision of the Company in this regard shall be final.

10. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your internship, shall be deemed to be the exclusive property of the Company and you hereby waive any and all rights, title or interest, if any, in the same in favour of the Company. Further, it is expected that you to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive during the internship.

11. You will be responsible for safekeeping and return in good condition and order of all Company assets, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the costs of the same from you.

12. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising directly or indirectly from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your internship with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

13. Your continuance on this internship with the Company is subject to your remaining physically and mentally fit. You are expected to undergo medical examination as per the directions of the Company, if required unless prohibited under law.

14. The Company is an equal opportunities Company and has a detailed equal opportunities policy, a copy of which is available at our internal portal. You are required to read the policy and take all necessary steps to ensure that it is properly observed. Failure to comply with the terms of the policy may result in disciplinary action and, in serious cases, termination of internship.

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16. You consent to the Company monitoring and recording any use that you make of the Company's electronic communications systems for the purpose of ensuring that the Company's rules are being complied with and for legitimate

M. Rama Krishna

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business purposes. You shall comply with any electronic communication systems policies, if any, that the Company may issue from time to time.

17. Right to search

a) The Company reserves the right to search you or any of your property held on the Company's premises, at any time, if the Company believes that you are under the influence of alcohol or restricted drugs or carry a weapon, which could be hazardous to other occupants of the premises or if it believes that you may have committed a criminal offence.

b) The Company may take assistance of the local government agencies or any other authorized agency for conducting the necessary search as stated above.

c) If you refuse to comply with the Company's search procedure, such refusal will be treated as misconduct and will entitle the Company to take disciplinary action.

d) If you use your personal laptop or phone for office purposes, the Company has the right to inspect, take a back-up of the data, and/or submit the laptop and/or phone for forensic analysis on ground of any suspicion or misconduct.

18. Further, during the period of your internship with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and Health and Safety policies and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your internship with HCL at any time without notice. Copy of such policies is accessible through **www.myhcl.com** or you can also contact your HR Partner.

19. You would be required to submit the below stated documents on the date of your reporting for your internship.
a) Qualification certificates

b) Date of birth certificate

c) Photographs – 7 no's

d) Copy of ID Card / Passport.

e) Proof of your education with <name of university>

f) Letter from University / College recommending you for internship for the period.

If all the above terms and conditions of internship are acceptable to you, please confirm your acceptance by signing and returning to us the duplicate of this Internship letter.

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Student's Name: Masireddy. Rama Krishna

Signature: M. Rama Krishna

Date: 28-12-19

M. Rama Krishna

16-4D5 76/149

(c.w)

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20192627247/Hyderabad
Date: 13/09/2019

Ms. Kavya Marrapu
3-67Main Road,
Near Old Sbi,
Vijayawada-521106,
Andhra Pradesh.
Tel# -

Dear Kavya Marrapu,

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 **₹3,36,875/-** 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 &

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

16-4DG
C.W

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Welcome to Cognizant!

1 message

medikonda anitha <anithamedikonda19@gmail.com> 14 March 2022 at 11:56
To: "monika.nandigam86@gmail.com" <monika.nandigam86@gmail.com>

---------- Forwarded message ---------
From: <HumanResources@cognizant.com>
Date: Wed, Feb 10, 2021, 12:12 AM
Subject: Welcome to Cognizant!
To: <anithamedikonda19@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 - 908167 (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\908167) 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.

16481A04D6 (M. Anitha

Cognizant

(C.S)

28-Jan-2020

Dear Anitha Medikonda,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College

Candidate ID – 14024718

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Anitha Medikonda **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
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	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

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Ref: TCSL/CT20192627566/1292977/Hyderabad
Date: 22 December 2020

MR. VENKATESH MEESALA
2-115 Lenka Veedhii,
Mutcherla, Vizianagaram,
Andhra Pradesh-535270.
Tel# 917036553080

Sub: Joining Letter

Dear Mr. Venkatesh Meesala,

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 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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(CSE)

Offer: Computer Consultancy
Ref: TCSL/CT20192627566/Hyderabad
Date: 13/09/2019

Mr. Venkatesh Meesala
2-115Lenka Veedhii,
Mutcherla,
Vizianagaram-535270,
Andhra Pradesh.
Tel# 91-9398515373

Dear Venkatesh Meesala,

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 **₹3,36,875/-** 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 &

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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TATA

15-APR-2021

Letter Of Appointment

Mr. Jayanth Meka
TCS - Kochi

Dear Mr. Jayanth,

Further to your acceptance of our offer letter vide TCSL/DT20217598944/- Kochi dated 30-Mar-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. 15-APR-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 1998445.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TCS Private & Confidential

Cognizant

80/149

16481A04E2

M. Srividya

28-Jan-2020

Dear Srividya Modali,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024900

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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Please note

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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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Srividya Modali **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
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2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
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- Round the Clock Group personal accident Insurance coverage
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Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

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Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Cognizant Offer Letter

1 message

Farizul Azmain <farizulazmainmd786@gmail.com> 14 March 2022 at 14:36
To: monika.nandigam86@gmail.com

---------- Forwarded message ---------
From: <TalentAcquisitionGroup@cognizant.com>
Date: Wed 29 Jan, 2020, 2:48 PM
Subject: Cognizant Offer Letter
To: <farizulazmainmd786@gmail.com>

Dear Azmain Farizul,

Warm greetings from Cognizant!

Congratulations and welcome to Cognizant family!! Attached is the soft copy of the offer letter. We are sure that there will be a lot of mutual value adds with the beginning of your association with Cognizant!

While you read through the offer, we would like you to make a note of the following,

The offer made is based on internal parity and the overall structure in Cognizant. Cognizant incentives schemes are the best in the industry. One of the major USP is our Annual Bonus - It is here we try and reward those who have performed outstandingly.

You will receive a mail from CognizantHR@cognizant.com to help you with the pre-joining formalities with us.

We are really excited to have you on-board.

Best Regards
Cognizant HR - Talent Acquisition Group

Please do not delete this mail as it cannot be resent. Replies to this message are undeliverable and will not reach the Talent Acquisition Group. Please do not reply.

6 attachments

Azmain Farizul Mohammad.pdf
82K

Cognizant

16481A04E3

Md. Farizul Azmain
(C.U)

28-Jan-2020

Dear Azmain Farizul Mohammad,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024901

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

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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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Azmain Farizul Mohammad **Designation:** Programmer Analyst Trainee

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Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

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STRICTLY PERSONAL

Name: Gec
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. Md. Muzammil

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June / July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042 /- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

Offeí Letteí

Doc.Code:	GLX_HR_ I˝EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2019
Contact	HR I˝eam	Email	galaxeindiahí@galaxe.com

OÍÍER LEI˝I˝ER

Píivate & Confidential
Ref:
Dated: 1st September, 2020

Ms.Mohammed Ibrahim
Pedana, AP

Deaí Mohammed Ibrahim,

In continuation to ouí vaíious 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 6th october, 2020. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˝ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˝C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˝he contíact teíms would include 36 months commitment fíom 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

© 2022 GalaxE Gíoup, Inc.
CONFIDENI˝IAL

Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˝echnology Paík Ltd.(II˝PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeíied oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoíed as 2012 ľechnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; ľoíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. ľhe coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. ľhe enviíonment is veíy exciting, with high levels of motivation and íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. ľhe open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse ľ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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The objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

Thíough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Tíust – Thíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Tíeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – Take Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive 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 stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

Theíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunitiesand L & H1B visa sponsoíship's.

Employment

Teíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/Teímination:

The wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

The Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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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 mateíial 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/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís 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 peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice 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 aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. ǁ˝his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

ǁ˝otal woíking houís peí week is 48 houís. ǁ˝he 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 aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation 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 suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. I'he Employee agíees that depending on Company's business íequiíements the Job Descíiption 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 diíect 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 II'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed 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 deíive 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 eitheí alone oí jointly with otheís duíing 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 neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation 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.

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I'he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I'he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I'hiíd Paíty Softwaíe, the Employee shall not use the I'hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waiíants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

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(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation 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 duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily 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 íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment withthe Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting 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 : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Mohammed Ibrahim **Designation: Associate Developeí**		**Date of Joining:6th October, 2020** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	-	10,550
Medical Insuíance	-	7,500
Annual C▮˝C:	-	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

▮˝axation: ▮˝axation will be goveíned by the income tax íules. **▮˝**he company will be deducting tax at souíce as peí income tax guidelines.

a) Youí indicative annual C▮˝C foí yeaí 2 can be up to Rs.7.5 LPA*
Youí indicative annual C▮˝C foí yeaí 3 can be up to Rs.11 LPA *
**** Based on peífoímance***

ANNEXURE 2

House Rent Allowance:

▮˝o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave ▮˝íavel Allowance

▮˝his is paít of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income **▮˝**ax íegulations.

Ïood Coupons

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ⅰ′his tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií 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.

Ïood Allowance
Ⅰ′he Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ⅰ′ &D, Ⅰ′elephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ⅰ′eam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ⅰ′wo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.



Sangeeta Bhaíat
Associate VP - Recíuitment

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Vigilant TECHNOLOGIES

Vigilant CompuTechnologies Pvt Ltd, India
6th Floor, Western Aqua, White Fields
Hitech City, Hyderabad - 81

Strictly Private and Confidential

17-December-2021

Subject: Offer of Employment ("Offer")

Dear Sai Sandeep Motepalli,

We are pleased to extend an Offer to join Vigilant CompuTechnologies Pvt Ltd (hereafter referred to as 'Company') in India, as per the below terms and conditions:

ROLE – Management Trainee

JOINING LOCATION - HYDERABAD

Please refer to:

- **Annexure 1 - Compensation**
- **Annexure 2 - Documentation to be submitted by you**
- **Annexure 3 - Declaration**
- **Annexure 4 - Agreement**

As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

Roll no: 16481A04F1

84/149

Cognizant

28-Jan-2020

Dear Sridevi Mothukuri,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024957

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-4F2 CW

ACHERON

ACHERON SOFTWARE CONSULTANCY PVT. LTD.

PLOT NO. 25 & 26, MEGHANA'S, 4TH FLOOR,
IMAGE GARDENS ROAD, SILICON VALLEY,
MADHAPUR, HYDERABAD- 500081, INDIA

WWW.ACHERON-TECH.COM
+91 40 4855 1939

85
149

6th August 2021

Sub: Appointment letter for the position of Associate Software Engineer

Dear Kavi Mutti,

Please refer the discussion today.

We are pleased to offer you an appointment for the post of Associate Software Engineer. The appointment letter is enclosed herewith. Kindly acknowledge and return the copy of Appointment letter duly signed as a token of acceptance.

Yours truly,
For Acheron Software Consultancy Pvt. Ltd,

Jayaprakash K,
Vice President, Professional Services.
Acheron Software Consultancy Pvt. Ltd

T6-4F4 CW

rapra
software technologies

APPOINTMENT LETTER

01st July 2021,
Narukullapati Vinaykumar,
Hyderabad.

Dear Mr Vinay Kumar,

Rapra Software Technologies is pleased to offer you an employment as Junior Data Scientisst, based out of Hyderabad operations office.

Unless mutually agreed otherwise in writing, your employment will be commenced on 01st July 2021("Start Date"). Your CTC will be Rs. 1,94,496.00 per annum, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes.

This offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment records. For this purpose, last 3 months' pay slips and previous company relieving letter are to be submitted to HR department.

A notice of 30 days is required during the tenure of your employment with the company, by either party, to terminate this contract. Notice period is considered to start from the point the termination letter is received by the manager. However when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect.

This offer and all terms of employment stated in this letter will expire 1st July 2021.

Mr Vinay Kumar, we look forward to welcoming you to our company and anticipating a productive and mutually beneficial working relationship. If you have any questions regarding the content of this letter, please feel free to contact me.

Sincerely,

A Rama Krishna
Manager-HR

I accept employment with Rapra Software Technologies under the terms set forth in this letter.

Name: _____ Sign & Date: _____

16-4F5 CW



Candidate Name (ID)	Date of Joining	Telephone Number	Blood Group
Kishore Babu Navuluri (14024910)	09 Feb 2021	7989723682	O+

Date of Birth	PAN Card	Aadhar Card Number
18 Aug 1999	BZIPN9620D	398472048924

Cognizant Address
Cognizant Technology Solutions India Pvt Ltd, KITS Campus (CKC), Plot No. 1 & 2, Elcot IT Park, Survey, No. 602/3, Shollinganallur Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119, India

This Pass is only Valid on 09 Feb 2021

Security Health & Safety Guidelines for Visitors in Cognizant Premises

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate ti record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safety exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed

Emergency Contact

- If you witness / are involved in a safety incident please report to Cognizant Emergency Call Center immediately at 1800 258 2345

For office use only



Candidate Name (ID)	Date of Joining	Telephone Number	Blood Group
Kishore Babu Navuluri (14024910)	09 Feb 2021	7989723682	O+

Date of Birth	PAN Card	Aadhar Card Number
18 Aug 1999	BZIPN9620D	398472048924

Cognizant Address
Cognizant Technology Solutions India Pvt Ltd, KITS Campus (CKC), Plot No. 1 & 2, Elcot IT Park, Survey, No. 602/3, Shollinganallur Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119, India

Cognizant

16481A04F5
N. Kishore Babu
[C.W]

28-Jan-2020

Dear Kishore Babu Navuluri,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024910

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Kishore Babu Navuluri **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

16-4F6 CW

88/149

Ref: TCSL/CT20192807911/1658922/Pune
Date: 25 November 2021

MR. RAVI SHANKER NIDUMOLU
1-46 Ram Mandhir,
Bollapadu, Vuyyuru,
Andra Pradesh-521165.
Tel# 919505742836

Sub: Joining Letter

Dear Mr. Ravi Shanker Nidumolu,

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kanavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629459, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16-4F8

89
149

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear N.Likitha

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

16-4G0 CW

90/149

Ref: TCSL/CT20192662538/1294906/Hyderabad
Date: 04 January 2021

MS. MOUNIKA PAGADALA
1-24-2 Main Road,
Near Ramalayam, konakanamitla,
Andra pradesh-523241.
Tel# 917095614977

Sub: Joining Letter

Dear Ms. Mounika Pagadala,

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 **03rd February 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16481A0490

Offer: Computer Consultancy
Ref: TCSL/CT20192662538/Hyderabad
Date: 13/09/2019

Ms. Mounika Pagadala
11-11-1/3/3-1Viswanadhapuram,
Kalyani Restuarent,
Podili-523240,
Andhra Pradesh.
Tel# 91-9985852438

Dear Mounika Pagadala,

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 **₹3,36,875/-** 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 &

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

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 ₹**10,200/-** 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 ₹**4,080/-** 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. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **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

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

16-4G12 CW 91/149

Request No : 0000473124

Date : March 16, 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Palagani Desowja (Emp No.20202962) Project Engineer, is an employee of Wipro Limited since March 08, 2021.

This certificate is issued at employee's request.

For Verification of this letter, you can get in touch with referenceletters.wividus@wipro.com.

For WIPRO LIMITED



Subhasish Biswas
Global Head – Human Resources Shared Services

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0256
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

16-492 CW

Gmail

Word For Life <monika.nandigam86@gmail.com>

(no subject)

1 message

PalaganiDee@gmail.com <deepalagani1998@gmail.com>
To: monika.nandigam86@gmail.com

15 March 2022 at 16:26

---------- Forwarded message ---------
From: <prp.pmo@wipro.com>
Date: Mon, Mar 8, 2021, 7:06 PM
Subject: WebEx link for RDP Session 9-MAR-21 (9.00 AM to 12.30 PM)
To: <prp.pmo@wipro.com>

Dear ALL,

Hope you are safe and healthy!!!

Welcome to Wipro Technologies.

This is to inform you that you will be having a RDP Session scheduled on **9-MAR-21 (9.00 AM to 12.30 PM)**

Webex details are given below:

Training program	ONLINE WEBEX LINK
RDP (Timings: 9.00 AM to 12.30 PM)	https://wiprocon.webex.com/wiprocon/j.php?MTID=m923dfcdf1f93bf016d1b50d98cbbf4d4

NOTE: **Use your EMPLOYEE number along with your name while logging into the call. Please login before 8.55 AM .**

Attendance is mandatory

Regards,

PRP PMO 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'

10 attachments

image001.gif
1K

16-4 G2
C.W



Palagani Desowja | Emp ID : 20202962 Email Id : palagani.desowja@wipro.com

Location : Pune

EXPERIENCE SUMMARY

I am Palagani Desowja,currently working as a project engineer.

I am very passionate about my work and always ready for new challenges. I love being professional and also managing things in an efficient way.

SKILL SET

Sep-2021	.NET	0Month(s)	Jul-2021	ASP.NET MVC 5	2Month(s)
Jun-2021	Angular JS	1Month(s)			

TRAINED SKILLS

23-MAR-2021	Java-J2EE	L1	30-APR-2021	C# - CSharp-Programming	L2
07-APR-2021	Microsoft Power Platform for Office 365	L2	20-MAY-2021	Microsoft Cortana SDK	L1
01-JUN-2021	Angular 10	L2	01-JUN-2021	ASP.NET MVC 5	L2

DOMAIN

Nov-2021	SECURITIES AND CAPITAL MARKETS - INVESTM	3Month(s)	Sep-2021	NOTAPPLICABLE	1Month(s)

LANGUAGE SKILLS

English	ADVANCED	Hindi	BEGINNER
Telugu	EXPERT		

WORK EXPERIENCE

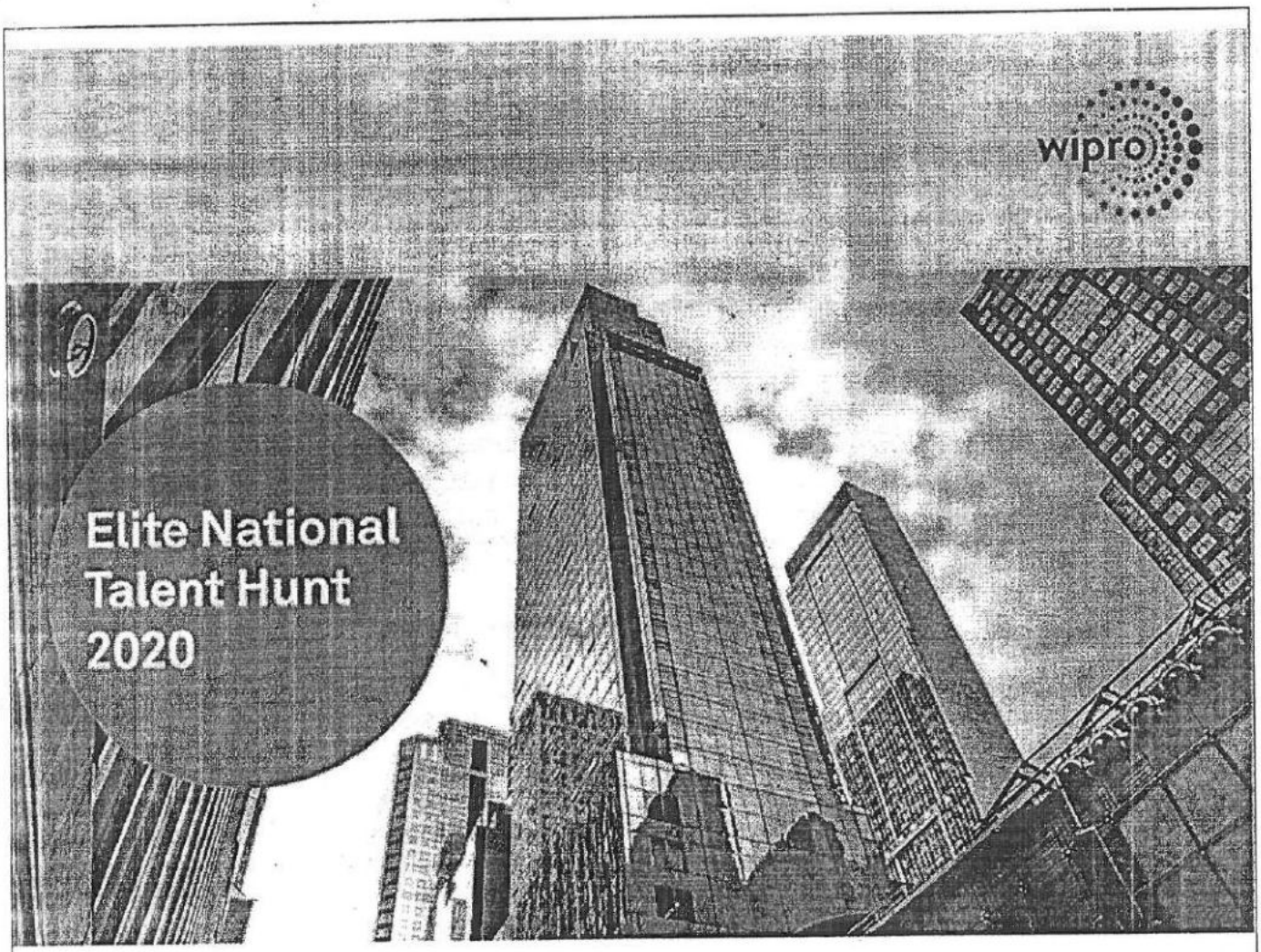
Total Experience - 0 years and 11 months

16-4G2 (C.W) (P.T.O)

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Wipro Elite National Talent Hunt 2020 | List of Selected Candidates | Gudlavalleru Engineering College

sadiya.patki@wipro.com <sadiya.patki@wipro.com> Thu, Mar 12, 2020 at 11:10 AM
To: "placementofficer@gecgudlavalleru.ac.in" <placementofficer@gecgudlavalleru.ac.in>
Cc: "lavanam.amballa@wipro.com" <lavanam.amballa@wipro.com>



Wipro Elite National Talent Hunt 2020 | List of Selected Candidates

Dear Academic Partner,

Greetings from Wipro!

16.463 CW

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Welcome to Infosys : DOJ - 17-May-2021

1 message

srinu palla <pallasrinu1999@gmail.com>
To: monika.nandigam86@gmail.com

20 March 2022 at 21:59

92/149

---------- Forwarded message ---------
From: **Infosys_LPCampus** <Infosys_LPCampus@infosys.com>
Date: Tue, 20 Apr, 2021, 5:49 pm
Subject: Welcome to Infosys : DOJ - 17-May-2021
To: pallasrinu1999@gmail.com <pallasrinu1999@gmail.com>

cid:image001.png@01D57D2C.50B1CBC0

Hi Srinu Palla,

Candidate ID: 1000540716

Welcome to Infosys.

We are delighted that you have accepted our offer and agreed upon the joining date. To ensure ease of joining we have attached two documents for your reference.

You would have already received your login details to the Launchpad portal. You are requested to update all your relevant details and upload the required documents in the portal to ensure smooth onboarding into Infosys.

---

cid:image008.png@01D57D2C.50B1CBC0

Guidelines:

Information about documents to be mandatorily uploaded along with the checklist, joining formalities, NSR registration, medical certificate, service agreement, frequently asked questions (FAQs).

16-4G3
(CSE)

Gmail

P. Anil Kumar <anilmtechh@gmail.com>

Fwd: Infosys Update On Your Date of Joining

1 message

srinu palla <pallasrinu1999@gmail.com>
To: anilmtechh@gmail.com

25 November 2020 at 13:41

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Tue 14 Apr, 2020, 9:46 AM
Subject: Infosys Update On Your Date of Joining
To: pallasrinu1999@gmail.com <pallasrinu1999@gmail.com>

Dear Srinu Palla,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys

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2 attachments



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Ref: TCSL/CT20192627181/1700385/Lucknow
Date: 17 December 2021

MS. PRATHYUSHA PANDIRI
3-44 Salila Street,
Near Ramalayam, Mudinepalli,
Andhra Pradesh-521325.
Tel# 919014103075

Sub: Joining Letter

Dear Ms. Prathyusha Pandiri,

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 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16-465 C.W 94 149

Gmail

yaswanth pantagani <yaswanthpantagani777@gmail.com>

YASWANTH, Welcome to Mphasis

1 message

Mphasis <welcome2.mphasis@mphasis.com>
To: yaswanthpantagani777@gmail.com

Mon, Mar 15, 2021 at 12:43 AM

Mphasis
The Next Applied

Dear YASWANTH,

We are delighted to have you joining the Mphasis family on **Mar 18, 2021**. Please find below the joining location (on-boarding) details.

Address:
Mphasis Limited, SEZ IT PARK
Ground Floor to 4th Floor & 7th Floor
Wing 3, Ground Floor of Wing 2 in Cluster C
Pune, Maharashtra 411014
India

Contact Person: Sachin Pawar
Contact Details: 020-2066170054
Mobile Number: 8149185584
Reporting Time: 10:00 AM
Orientation Session Start Time: 11:00 AM

Documents which have to be carried for Onboarding:

- 3 Passport size photographs with white background.
- Experience letter/Service Certificate/Relieving Letter/Resignation Acceptance Letter from your most recent company.
- For Bank Account Formalities (Citibank/HDFC) please carry an ID proof and Address proof. Acceptable proofs are Passport, Aadhaar card, DL and Voter Id. In case the address given on the account opening form is different to that on the id proofs, further supporting documents are required.
- **Please carry your e-Aadhaar card and PAN card at the time of induction**

Note: Please do not bring any Media or Storage devices like Laptops, iPods, CDs/DVDs, USB drives, portable hard disk, floppy disk etc. on the joining day. The security does not allow such devices inside the campus nor do we have any safe locker to store them. Kindly adhere to strictly.
Kindly get in touch with us for more details.

Regards,
Welcome2.mphasis@mphasis.com

 16481A04G5

Gmail yaswanth pantagani <yaswanthpantagani777@gmail.com>

Mphasis-Letter Of Intent!!

1 message

Mphasis - Campus Hiring <campushires@mphasis.com> Mon, Sep 23, 2019 at 10:47 PM
To: "yaswanthpantagani777@gmail.com" <yaswanthpantagani777@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2020-0945**

Dear Yaswanth Pantagani,

College Name: **Gudlavalleru Engineering College, Gudivada.**

Greetings from Mphasis!!

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 **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis. The gross compensation will be **INR 250,000 /- (Rupees Two lakhs Fifty thousand only) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand 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 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 training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

Your joining date will be communicated after you clear the above conditions.

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

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 2020 passing out candidates anytime between June 1, 2020 to April 30, 2021. 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

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 and delete this mail from your records.

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Ref: TCSL/DT20218496195/1656637/Hyderabad
Date: 22 November 2021

MR. VENKATESH PARASA
8-92 null,
Paritala, Vijayawada,
Andhra Pradesh-521180.
Tel# 919581295499

Sub: Joining Letter

Dear Mr. Venkatesh Parasa,

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 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.

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Tata Consultancy Services Ltd
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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): L22210MH1995PLC084781

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Dhruvsoft Services Private Limited
Quadrant-2, A3 Module, 10th Floor, Cyber Towers,
Hi-Tech City, Madhapur Hyderabad.
Telangana-500-081, India
Ph: +91- 9030091631
Email: contact@dhruvsoft.com Web: www.dhruvsoft.com

Dhruvsoft

Ref: DS/Offer/2020/02-27
Date: 27th February 2020

Dear Ms Penubothu Manisha

We are pleased to offer you a position as **"Software Engineer (Intern)"** at Dhruvsoft Services Private Limited, Hyderabad.

On Joining Dhruvsoft, you will be given the benefit of formal on the job training at our office. After successful completion of initial training / probation of six months you will be placed as **"Software Engineer"** in our company.

Your emoluments will be as follows –

First year of employment	CTC of Rs. 1.85 lacs per annum
Second year of employment	CTC of Rs. 2.60 lacs per annum

Please refer to the attached details of benefits / terms of this offer and salary breakup in annexure 1. We would appreciate your confirmed acceptance of this offer in the enclosed format within seven days of the issue date.

Mentioned below are the details of your joining the Company:

Date of joining	1st June 2020
Location	Hyderabad, India

Please note that you are required to produce this letter at the time of joining in the company. Also please carry your documents as per Annexure 2 at the time of joining.

Yours Sincerely,
From Dhruvsoft Services Private Limited

Ritu Agarwal
Director

Candidate Address:
Flat No: 204, Sathya Durga Marg Apartment,
Door No: 17/78, Edepalli, Machilipatnam,
Krishna District, Andhra Pradesh – 521001

Encl.
(1) Important terms / acceptance letter
(2) Salary breakup
(3) List of documents required at the time of joining

Dhruvsoft Services Private Limited
Quadrant-2, A3 Module, 10th Floor, Cyber Towers,
Hi-Tech City, Madhapur Hyderabad.
Telangana-500-081, India
Ph: +91- 9030091631
Email: contact@dhruvsoft.com Web: www.dhruvsoft.com

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Important terms of this offer for employment

Probationary Period

You will be on training / probation for a period of six months and will be confirmed as permanent employee upon successful completion of your probation. In case of being unsuccessful in training the probation period can be extended for a further period of six month or part thereof. You will be on Probation till a confirmation letter is issued to you.

Background Check

Your confirmation as a permanent employee is subject to comprehensive background check.

Working Hours

Your working hours are subject to location, client project and company requirements. While working with us you may need to work in time zones of client as per the business requirements of the company. You may be required to work in shifts depending on project / company needs.

Work Location / Transfers

Your initial work location will be Hyderabad. However, you may be transferred to any office/client office/project in India or abroad, depending on the business requirements of Dhruvsoft. Your services can be transferred to any of our units/departments/clients situated anywhere in India or abroad. At such time compensation applicable to specific location will be payable to you.

Confidentiality Agreement

To protect the intellectual property rights of Dhruvsoft and its clients, you will be required to sign a Confidentiality / Non-Disclosure Agreement with effect from your date of joining. You will undertake agreement not to divulge or utilize any information, which may become known to you in the course of your duties concerning the company's trade secrets and affairs. If you do so you will be liable for legal action and termination.

Service Agreement

On the date of your joining, you will be required to execute Service Agreement to serve Dhruvsoft for a period two years, including your initial training period. This agreement seeks your reciprocation to Dhruvsoft' investment in your training, and its commitment to your professional development. A breach of this undertaking would involve payment of Rs. 195,000/- towards damages to Dhruvsoft.

Accordingly, the agreement requires a security deposit of aforesaid amount from an Income tax assesse, as a guarantee against this breach. Alternatively, at the time you're joining, you can submit all your educational mark sheets and certificates in original as security. The security will be returned to you on completion of two years of service with the company including your training period.

Notice Period

During probation, your services can be terminated with one month's notice or salary thereof on either side. On confirmation as a regular employee, you will be required to give three (3) months' notice or salary thereof in case you decide to leave our services subject to the Company's discretion. In the event of the having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three-month notice period. The Company can terminate your services by giving three months' notice or salary thereof. The terms as per the service agreement clause will apply as above both during probation and after confirmation.

Dhruvsoft Services Private Limited
Quadrant-2, A3 Module, 10th Floor, Cyber Towers,
Hi-Tech City, Madhapur Hyderabad.
Telangana-500-081, India
Ph: +91- 9030091631
Email: contact@dhruvsoft.com Web: www.dhruvsoft.com

Dhruvsoft

Salary & Benefits

You will be entitled for leave and statutory benefits like PF & ESI as per company policy & regulations applicable to a specific location. Your salary structure for first two years will be as per annexure 1.

Statutory Deductions

The salary will be paid after statutory deductions (like PF, ESI) as applicable.

Travel / Conveyance Reimbursements

You will be paid pre-approved travel allowance while travelling on company business outside base location as per company rules and regulations. You will be paid pre-approved conveyance as per company rules while travelling within the base location.

External Employment

During your employment with Dhruvsoft you will not undertake any external 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 Dhruvsoft. 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.

Company Policies and Governing Rules

You will be governed by the rules and regulations of the Company as applicable to your category of employee. All the benefits are as per Company's policies, which are subject to change from time to time.

Change of contact information

You will keep the company informed about any change in your residential address & phone numbers.

In token of your acceptance of the offer, kindly sign & return duplicate copy within one week to the undersigned at:

Dhruvsoft Services Private Limited
Quadrant-2, A3 Module, 10th Floor, Cyber Towers,
Hi-Tech City, Madhapur Hyderabad.
Telangana-500-081, India, 9030091631.

We welcome you to the Dhruvsoft family and wish you a rewarding career.
Yours sincerely,

(Ritu Agarwal)
Director

Acceptance by candidate

I have read and understand the terms and conditions as set forth in this offer letter and agree to them.

Signature	P.Manisha
Print your name	PENUBOTHU MANISHA
Date	02/03/2020
Location	Machilipatnam

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Quadrant-2, A3 Module, 10th Floor, Cyber Towers,
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Annexure 1 – Salary break-up

Salary Break up (1st year)		
	Per Month	Per Annum
(A)Components Of Salary		
Basic	6,777	81,324
HRA	2,711	32,530
Conveyance Allowance	1,500	18,000
CCA	307	3,686
Total (A)	**11295**	**1,35,540**
(B)-Benefits		
PF -Employer Contribution	813	9,759
ESIC (Employer Contribution@3.25% of Total A)	420	5039
Bonus	1625	19500
Certification Allowance	1167	14000
Health Insurance	111	1330
Total (B)	4,136	49,628
(C) Deductions		
PF Employee Contribution	813	9,759
Professional Tax	0	0
ESIC (Employee Contribution@0.75% of Total A)	97	1163
Total (C)	**910**	**10,922**
Net Take Home before taxes	**12,010**	**1,44,118**
Total CTC (per annum)	**15,431**	**1,85,168**

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Salary Break up (2nd Year)		
	Per Month	**Per Annum**
(A)Components Of Salary		
Basic	10,290	1,23,480
HRA	4,116	49,392
Conveyance Allowance	1,500	18,000
CCA	1,244	14,928
Total (A)	**17,150**	**2,05,800**
(B)-Benefits		
PF -Employer Contribution	1,235	14,818
ESIC (Employer Contribution@3.25% of Total A)	642	7,703
Bonus	2,600	31,200
Health Insurance	111	1,330
Total (B)	**4,588**	**55,050**
(C) Deductions		
PF Employee Contribution	1,235	14,818
Professional Tax	150	1,800
ESIC (Employee Contribution@0.75% of Total A)	148	1,778
Total (C)	**1,533**	**18,395**
Net Take Home before taxes	**18,217**	**2,18,605**
Total CTC (per annum)	21,738	2,60,850

Dhruvsoft Services Private Limited
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Annexure 2 – Required Documents at the time of joining

Following certificates (Originals + One set Xerox copy + scanned copy)

1. 10th marksheet
2. 12th marksheet
3. B Tech Mark sheets (all semesters)
4. B tech consolidated mark sheet
5. B Tech Provisional Certificate

Carry the following for address and identity verification (Originals + One set Xerox copy + scanned copy)

1. Aadhar card (for address & identity proof)
2. College identity card
3. PAN card (Please apply for PAN card as it is mandatory for joining)
4. 2 recent passport size colour photos

Date: **24 Sept 2020**

Name : Pidaparthi Vani

Address : Dno:7-80,Mangalagiri
Guntur, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Pidaparthi Vani,

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:

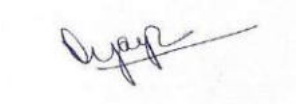
- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2020.**
- 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 perthe 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.:QC20201301 Date of Issue: 12th October 2020

Dear **POLISETTI HUSSAIN BABJI NAIDU**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Letter of Intent

Doc Ref. No.:QC20201302 Date of Issue: 12th October 2020

Dear **POTHARAJU SURYA DEEPAK**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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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Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: TCS Joining Letter

Haripriya pothineni <haripriyapothineni@gmail.com> 9 March 2022 at 20:24
To: monika.nandigam86@gmail.com

---------- Forwarded message ---------
From: **TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>
Date: Sat, 5 Sep 2020, 12:37 am
Subject: TCS Joining Letter
To: <haripriyapothineni@gmail.com>

Dear Haripriya Pothineni
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 24TH SEPTEMBER 2020 at Hyderabad.
Address of ILP Centre:
TATA CONSULTANCY SERVICES, SYNERGY PARK – CMC NON SEZ CENTRE,
Old Mumbai Highway,Gachibowli, Hyderabad, Telangana.
Land mark: Opposite to DLF building
Hyderabad 500019,Telangana
Contact Person: Mr. Ramakanth Kotla
Tel No.: +04066674999
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your CT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-572-3858 (toll free).

Warm Regards,
TCS Xperience
Talent Development

=====-----=====-----=====
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,

16481A04H8
(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20192627851/Hyderabad
Date: 19/09/2019

Ms. Haripriya Pothineni
1-26,Uppaladinne,
Uppaladinne,
Ongole-523271,
Andhrapradesh.
Tel# -9908464725

Dear Haripriya Pothineni,

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 **₹3,36,875/-** 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 &

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

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 ₹**10,200/-** 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 ₹**4,080/-** 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. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **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

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

Letter of Intent

Doc Ref. No.:QC20201303 Date of Issue: 12th October 2020

Dear **POTHUNURI KISHORE KALI MOHAN**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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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Cognizant

29-Jun-2020

Dear Pulavarthi Amala,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering college

Candidate ID – 14385570

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant").**

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A.**

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

Annexure A

Name: Pulavarthi Amala

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
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*	7129	85,548
	Annual Gross Compensation		**353,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**376,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	Annual Total Remuneration		**401,991**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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. # 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. Contribution to ESI Wages: 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.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

P. Eswari Latha; 16481A04I2.

Cognizant

(c.w)

28-Jan-2020

Dear Latha Eswari Putti,
B.Tech/B.E., Electronics and Communication Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024926

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

S. Bethavandu

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Latha Eswari Putti **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

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Hexaware Technologies Ltd.

Message from **Hexaware Technologies Ltd.**

Dear **PUVVULA BHAVANA**,

You have been successfully registered with **Hexaware Technologies Ltd.** engagement platform with the following username
bhavana.puvvula@gmail.com

You are required to verify your email address in order to activate your account after which you will be able to connect with us.

Click Here to verify your e-mail address.

We look forward to a long association with you.

Good luck!,
Hexaware Technologies Ltd. Team

This is an automated mailer. Please do not reply to this message.

Disclaimer: The sender of this email is registered with Firstnaukri.com. The responsibility of checking the authenticity of offers/correspondence lies with you. Please note that Firstnaukri.com does NOT endorse any requests for money payments, or sharing of bank account details.

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Gmail

durga arumalla <thanvigec@gmail.com>

(no subject)

1 message

bhavana puvvula <bhavana.puvvula@gmail.com> Mon, Oct 26, 2020 at 12:34 PM
To: thanvigec@gmail.com

Dear Candidate,

Greetings from Hexaware Technologies!

Hearty Congratulations on your selection with Hexaware, in continuation to this we have planned to onboard you virtually on **03-September-2020** and your base location has been finalized as **Chennai.**

There are 3 sets of mandatory documents for Virtual onboarding process.

1. **Mandatory Joining Formality Documents – Company Side.**
2. **Mandatory Joining Formality Documents – Candidate Side.**
3. **Service Agreement.**

All these documents have to be completely filled and shared in separate zip files to HRSDHelpdesk@hexaware.com Arunvg@hexaware.com Balraj@hexaware.com and campusconnect@hexaware.com **on or before 30th August-2020.**

Kindly acknowledge this email by sending your confirmation on or before 28th August 2020 by 12:00 pm.

Mandatory Joining Formality Documents – Company Side:

1. Joining Form
2. Joining report and confidential agreement.
3. Confidential agreement and commercial software agreement.
4. User Security responsibility document.
5. Code of conduct.
6. Pre-employment medical report.
7. Indemnity letter.
8. Background verification consent form.
9. Employee Fair processing letter.
10. Privacy notice for employers.
11. Consent letter.
12. Declaration form.

All the above forms are attached in the email in word format, kindly fill all the forms completely.

16-415 CW

Gmail

Word For Life <monika.nandigam86@gmail.com>

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149

16481A04i5 Ramani Sai Ganesh

1 message

Sai Ganesh <ganeshramani1998@gmail.com>
To: monika.nandigam86@gmail.com

22 March 2022 at 11:49

---------- Forwarded message ---------
From: <onboarding.in@capgemini.com>
Date: Fri, Dec 24, 2021, 9:03 AM
Subject: Virtual Onboarding - Completed
To: <ganeshramani1998@gmail.com>
Cc: <cfmg.in@capgemini.com>, <muskan.e.gupta@capgemini.com>

Dear **Sai,**

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 fr om 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** 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 than send a mail to 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):
   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:

16-456

L&T Technology Services

Ref: LTTS–Bangalore /HR/318843

Date: 13/07/2021

Mr. Pavan Kumar Ranga
s/o Venkateswarlu Ranga 9-82,Nethaji Nagar Nandigama -521185
Nandigama
Mobile: 7013624872

Sub: Fixed Term Contract

Dear Pavan,

This has reference to your application and subsequent interview with L&T TECHNOLOGY SERVICES LIMITED (referred as "Company" henceforth).

We are pleased to offer you an opportunity on a Fixed Term Contract basis from 19/07/2021 to 18/07/2022.This is regarding execution of projects and assignments on the following terms and conditions:

1. You are required to join on or before 19/07/2021. If you do not join by this date, this offer stands withdrawn – unless the Date of Joining is extended and communicated to you in writing. At the time of joining, please report to Mr.Suranjika Satpathy (Human Resources – Employee Relations & Compliance) at the following address:

L&T Technology Services Limited, SEZ Unit II, "Hazel- Block L3", Ground Floor, Manyata Embassy Business Park, Nagawara, Bangalore – 560045. Ph. 080 67675000

You are required to bring the following documents, with a self-attested photocopy (except photographs) of each, at the time of joining.

1. Aadhar Card, PAN Card and Passport.
2. Education certificates including mark sheets.
3. Relieving certificate or Service Certificate from your present employer (without which you will not be allowed to join) and other experience Certificates.
4. Four copies of your recent passport size photograph (with white background-in formals).
5. Your last Employer's EPF and EPS numbers & Universal Account Number (UAN).
6. Provisional Form-16 for the current financial year.

Please note that salary payment will not take place until and unless PAN, Bank (salary) account details are registered in our Shared Services Centre portal. All our reimbursements are through the Bank and hence you are requested to also open an Employee Reimbursement Account (ERA) after joining.If you intend to accept this offer, please return the duplicate copy of this letter, duly signed as token of your acceptance, within Seven days from the date of the issue of the letter.

2. Grade and Salary

During the period of contract, you will be on LTTS – FTC grade. Your total compensation (Cost to the Company) shall be Rs. 300,000.00/- per annum. The entire remuneration package will be subject to Tax Deductible at Source (TDS), which will be on your account, subject to standard deductions towards tax and other deductions as per Company policy. All statutory requirements of tax, including tax deductible at source, Employer Provident Fund, professional tax, etc. will be paid and complied by the and all/ any funds/ salary/ remuneration paid to the Employee will be after such appropriate deductions.

The details of your other Allowances are indicated in the Salary Card attached here with in Annexure-A

The remuneration is subject to an annual review as may be decided by the Management Policy based on performance of individuals, team and company. Any component earned and payable at a future date may be deferred or reduced, notwithstanding the achievements of the performance metrics, for unforeseen circumstances such as a pandemic like Covid-19, natural disasters or an act of God, that would adversely affect the business. The Base Pay amount may similarly be subject to deferment or reduction during the employment term subject to agreement by the Parties.

3. Your appointment is subject to your being found medically fit by the Company Doctor.

4. The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current/previous employment history, education/professional credentials and other background checks.If any discrepancy with regard to documentation is discovered after you have joined the Company, you are liable to be terminated,apart from legal action being initiated against you.

5. Your contract with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any, and is subject to you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

6. You will be based at our Bangalore location. You will be employed at SEZ/STPI/DTA unit. However, the Company may relocate/ transfer/ depute you to any of its branches or client's place as part of their work, within or outside India where business of the Company or any subsidiary/ branch/ outlet/ unit of the Company is in or may come into existence if the Company so directs based on the exigencies of work. Upon such relocation/ transfer, you agree to be bound by the rules and regulations of the respective working place, or otherwise as specified by Company.

7. During the fixed term contractual appointment, you will be eligible for 2 days of for every 21 days worked, which will be credited every month in arrears in the subsequent month. Un-availed leaves will lapse at the end of FTC period. Encashment of leaves is not allowed. Leave will be sanctioned at the discretion of the Management, subject to exigency of work.

8. It must be clearly understood that your appointment is purely on a fixed term contractual basis for the aforesaid period after which the fixed term contractual appointment shall automatically stand terminated and you will not report for duty after the mentioned date.

9. Your services may be terminated prior to completion of the period of fixed term contractual appointment or any extension (which may be given as per the provisions of paragraph 8 mentioned below) at any time by giving 30 days' notice or 30 days' basic pay in lieu of notice period and without assigning any reason . Notice period of 30 days should be served, if you are willingly withdrawing from the role during your Fixed term contractual appointment..

10. The Management at its discretion may extend the period of fixed term contractual appointment by giving a separate letter of extension for a specific period stated in the letter of extension.

11. You will be responsible for any relevant jobs assigned to you from time to time by your Superior.

12. Non-disclosure of confidential information and trade secret

You shall not, except as authorised, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, secret or confidential information, information contained in any manuals and/or dealings or any information concerning the businesses, finances, external and internal transactions of the company and/or its affiliates / associates / group companies including but not limited to all data, all company contracts, processes, policies, strategies involving marketing, advertising, operations, contractual obligations, business expansion ("confidential information") which may come to your knowledge and/or imparted to you by the company during your employment. You shall hold strict confidence of such confidential information. This restriction shall survive after termination of employment / retirement / resignation / severance of employment for any reason whatsoever without limit in point of time. You shall not during the term of your employment or at any time thereafter, use or permit to be used, any information, notes or memorandum, contracts or processes relating to the business and/or the transactions of the company and/or its affiliates / associates / group companies which may come to your knowledge and/or possession by virtue of his employment with the company for any purpose other than for the benefit of the company. You will be responsible for the safe custody of all the documents, manuals, processes, contacts, kits and other properties belonging to the company that may by entrusted to and/or placed in your possession by virtue of and/or during the course of your employment with the company.

Letter of Intent

Doc Ref. No.:QC20201305 Date of Issue: 12th October 2020

Dear **RAVILLA VAMSI KRISHNA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

Accen Add 16-450

105
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accenture

View Worker: Ganesh Naidu Routhu

Application Development Associate
Email Address ganesh.naidu.routhu@accenture.com
Location Hyderabad - HDC3B



Satyajit X. Das

Professional Profile

Job Details

Job Details

Supervisory Organization	Accenture (Julie Sweet) >> CMTMEH053 (Satyajit X. Das)
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

Email ganesh.naidu.routhu@accenture.com

Work Address

SEZ,IT/ITES Bldg (S Twr) Flr 7,8&15
Blk7,Orion66/1 RaidurgV,RangaReddyDt
Hyderabad- 500032
Telangana
India

Talent Statements

Statements

Gmail

SIVA SHANKAR REDDY <sivasagam177@gmail.com>

Letter of Intent - Siva Sagam - Ref. No.: 9386779

1 message

careers@wipro.com <careers@wipro.com>
To: sivasagam177@gmail.com
Cc: manager.campus@wipro.com

Mon, Dec 9, 2019 at 11:22 PM

Campus - Letter Of Intent

December 09, 2019

Dear Siva Sagam,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

16-453

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HCL Technologies Limited
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Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

December 26, 2019

SAKAMURI. PRAGNA

D.NO:1-36,KONATALAPALLE,

KRISHNA,A.P-521181.

Dear **SAKAMURI. PRAGNA,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **09th January 2020** duly recommended by your College/University vide it's letter dated **26th December 2019** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar

Corp. VP & Program Director

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Internship Agreement - ANNEXURE 1

1. The duration of your internship would be **6 months**. Your internship shall commence on **09th January 2020** to an automatic end on **08th July 2020.** Please note that this internship is not an offer for employment by the Company and doesn't create any employer and employee relation and neither of us intends any employment relationship to be created either now or at any time in the future, accordingly regulations governing employment with the Company will not apply to you. 2.You shall faithfully undertake and complete this training and further agree and undertakes that on successfully completing the training, you shall serve the Company for a minimum period of **24 months** from the date of successful completion of the training in case HCL offers you such job opportunity. It is clearly understood and agreed upon by the Parties that termination of training for any reason directly attributable to you, shall also be deemed to constitute failure to successfully complete this training or to serve the Company for a period of **30days** thereafter.

3.You agree and accept that you would be imparted specialized training meant to impart high skills and capabilities. These are specialized skills which you shall acquire as a result of the training and, as such, with the increased competitiveness, the skills imparted to you are to be used by the Company only. It is, therefore, clearly understood and agreed to by you that if you do not fulfil your obligations under this agreement and do not serve the Company for a stipulated minimum period after successfully completing the training or otherwise commits any infringement or violation of this agreement or if the training is terminated for any reason directly attributable to you, the Company shall be fully competent and entitled to enforce this agreement and recover the training cost amounting to **Rs.1.25 lakhs** (Rupees One Lakh Twenty Five Thousand only), which shall be in addition to the damages for committing breach of the agreement. In such an event, you shall immediately pay to the Company the said training cost as well as a sum of amount as liquidated damages, failing which the Company shall be legally competent to recover the said amounts from you or your surety through the process of law, irrespective of any part-period actually served by you after the training.

2. As an intern, your position shall always be that of a 'learner', who is conducting an organizational study, while the Company shall hold the position of a 'teacher' or 'instructor'.

3. During your internship with the Company, you will be paid a stipend of **INR 12,000** per month, subject to deductions as per applicable tax laws.

4. You will be off on all weekends, public holidays as per the published Holiday calendar for **HCL Software**, accessible through **www.myhcl.com**. You may take personal leaves in exigencies and you should keep your mentor and HR Partner informed.

5. During the internship, you would be required to conduct the study during the normal working hours from **9:00 am** to **6:30 pm** on Mondays to Fridays. You may also be required to attend trainings in shifts as permitted by law. The shifts and timings are subject to change and will be communicated to you from time to time.

6. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

7. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

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8. You will be required to maintain utmost secrecy and shall not divulge or disclose to anyone in any manner, particulars or details of any information or data that you may come to possess by virtue of your association with the Company, including details of the trade secrets, manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the Company of confidential nature.

9. You are expected to acquaint yourself with the governance related Company policies which are available at the Company's online portal or may be acquired from the HR representatives at the respective premises. If at any time in the opinion of the Company, you are found to be guilty of fraud, dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, or any other conduct considered by to be deterrent to the Company's interest or of violation of one or more terms of this internship letter, the Company reserves the right to terminate your internship without notice. The decision of the Company in this regard shall be final.

10. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your internship, shall be deemed to be the exclusive property of the Company and you hereby waive any and all rights, title or interest, if any, in the same in favour of the Company. Further, it is expected that you to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive during the internship.

11. You will be responsible for safekeeping and return in good condition and order of all Company assets, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the costs of the same from you.

12. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising directly or indirectly from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your internship with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

13. Your continuance on this internship with the Company is subject to your remaining physically and mentally fit. You are expected to undergo medical examination as per the directions of the Company, if required unless prohibited under law.

14. The Company is an equal opportunities Company and has a detailed equal opportunities policy, a copy of which is available at our internal portal. You are required to read the policy and take all necessary steps to ensure that it is properly observed. Failure to comply with the terms of the policy may result in disciplinary action and, in serious cases, termination of internship.

15. Data Protection: You shall at all times be under a duty to provide and update the Company with your personal particulars, including but not limited to residential address, residential telephone number, mobile phone number, identity card number, driving license number, income tax reference number, name(s), date(s) of birth and contact details of spouse, next of kin, and children.

16. You consent to the Company monitoring and recording any use that you make of the Company's electronic communications systems for the purpose of ensuring that the Company's rules are being complied with and for legitimate

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business purposes. You shall comply with any electronic communication systems policies, if any, that the Company may issue from time to time.

17. Right to search

a) The Company reserves the right to search you or any of your property held on the Company's premises, at any time, if the Company believes that you are under the influence of alcohol or restricted drugs or carry a weapon, which could be hazardous to other occupants of the premises or if it believes that you may have committed a criminal offence.

b) The Company may take assistance of the local government agencies or any other authorized agency for conducting the necessary search as stated above.

c) If you refuse to comply with the Company's search procedure, such refusal will be treated as misconduct and will entitle the Company to take disciplinary action.

d) If you use your personal laptop or phone for office purposes, the Company has the right to inspect, take a back-up of the data, and/or submit the laptop and/or phone for forensic analysis on ground of any suspicion or misconduct.

18. Further, during the period of your internship with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti-Bribery & Anti-Corruption, Business Gift and Entertainment policy and Health and Safety policies and failure to do so shall entitle the Company to take appropriate disciplinary action which may lead & include up to termination of your internship with HCL at any time without notice. Copy of such policies is accessible through **www.myhcl.com** or you can also contact your HR Partner.

19. You would be required to submit the below stated documents on the date of your reporting for your internship.
a) Qualification certificates

b) Date of birth certificate

c) Photographs – 7 no's

d) Copy of ID Card / Passport.

e) Proof of your education with <name of university>

f) Letter from University / College recommending you for internship for the period.

If all the above terms and conditions of internship are acceptable to you, please confirm your acceptance by signing and returning to us the duplicate of this Internship letter.

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Student's Name:

Signature:

Date:

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www.hcltech.com

OFFER FOR INTERNSHIP

December 26, 2019

SAMANTHULA MOUNIKA MANI

D.NO:27/406, PATA RAMANNA PETA,

MACHILIPATNAM TOWN,

KRISHNA,A.P-521001

Dear **SAMANTHULA MOUNIKA MANI,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **09th January 2020** duly recommended by your College/University vide it's letter dated **26th December 2019** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar

Corp. VP & Program Director

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HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com

OFFER & APPOINTMENT LETTER

Offer Release Date: October 29, 2020

Dear **SAMANTHULA MOUNIKA MANI,**
30/898-3 pedda ullingipalem
Machilipatnam, Machilipatnam,
Andhra Pradesh, India, 521001

Dear **SAMANTHULA MOUNIKA MANI,** service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 2, 2020** at 9:00 A.M at the following address **VijayawadaSEZ-U2-Gannavaram Mandal** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in **Annexure I**.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to submit the documents listed in **Annexure III**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

S. Mounika Mani

16-457

Welcome Santosh Maruti Kumar Chitirala **Language** English JobFe



sh Maruti Kumar Chitirala

First Name:
Santosh

Global Group ID:
46095584

Office Name:
IN-BLR-UNDEFINE (BANGALORE,IN)

BU:
LP AS US

Last Name:
Maruti Kumar Chitirala

Email:
santosh.maruti-kumar-chitirala@capgemini.com

Country:
INDIA

Practice Group:
TESTING

Local Grade:
A4

Resource Manager:
Ganapathy Sathya

SBU:
ABL AMERICAS

Practice Area:
TESTING_AMERIC

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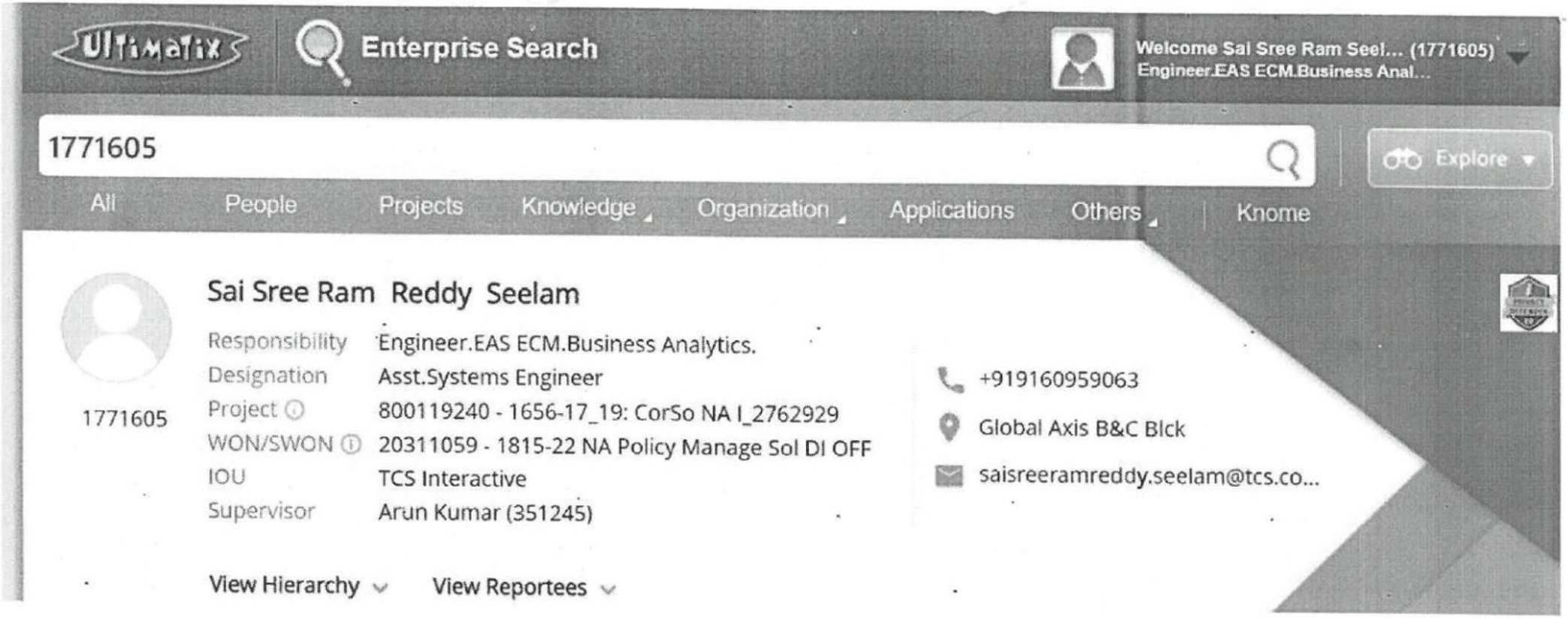
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Enterprise Search
Welcome Sai Sree Ram Seel... (1771605)
Engineer.EAS ECM.Business Anal...
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Responsibility Engineer.EAS ECM.Business Analytics.
Designation Asst.Systems Engineer
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WON/SWON 20311059 - 1815-22 NA Policy Manage Sol DI OFF
IOU TCS Interactive
Supervisor Arun Kumar (351245)
1771605
+919160959063
Global Axis B&C Blck
saisreeramreddy.seelam@tcs.co...
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(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20192627341/Hyderabad
Date: 13/09/2019

Mr. Sai Sree Ram Reddy Seelam
21-256Santi Nagar,
Nadim Tiruvuru,
Tiruvuru-521235,
Ap.
Tel# 91-8639731408

Dear Sai Sree Ram Reddy Seelam,

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 **₹3,36,875/-** 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 &

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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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	Ashik Ali Shaik
4. His/Her Postal Address	Door.No:B-12/2, Penna Colony, Penna Cements, Ganeshpahad, Damarcherla
5. His/Her Permanent Address	DoorNo: 3-86-A, Banigisaheb pet, Gudur, Nellore
6. Father/Husband Name	Father: AYUB BASHA SHAIK
7. Date of Birth (dd-mm-yyyy)	26/03/1999
8. Date of his/her entry into employment. (DOJ – dd-mm-yyyy)	18/02/2022
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)	INDA10246734
12. Rate of wages payable to him/her	Refer to annexure 1 of the Offer Letter.
Place: Bengaluru Date: 18/02/2022	Mahesh Vasudeo Zurale Senior Managing Director— Technology Lead - Delivery Centers for Technology in India Accenture Solutions Private Limited Mumbai
Acknowledgement by the employee with date & signature	**Accenture Solutions Private Limited**

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Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

SHAIK AZARUDHIN
C/O NAZAR VALI
PAMARRU
Krishna Andhra Pradesh-521390
7981594321

29 August 2020

Dear Azarudhin,

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

DocuSigned by:
Bradley Turner
D5DE2EAB96CC41D...

Bradley Turner

Director

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Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
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HITEC City, Hyderabad,
500081, India

Offer Letter (Private and Confidential)

Dear Azarudhin,

Pursuant to our discussions, we are pleased to offer you the following employment opportunity, on an initial six month probationary period, with Kaptius Technologies India Pvt Ltd, starting on 1 october 2020 (or such other date that may be communicated to you by the company), as per the details given below:

Date of Joining: 1 october 2020

Annual Remuneration: 500,000 (Five hundred thousand) Indian Rupees per annum

Position: Platform Developer

Role Basis: Permanent

Proof of ID: Pan Card FYGPK2782K

Your all-inclusive annual remuneration (on a cost to company basis), will comprise your salary, applicable statutory benefits and or any incentives as applicable to you. Your remuneration will be paid to you on a monthly basis, in arrears and will be paid after the deduction of any statutory taxes due.

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500081, India

Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.

5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

6. All statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

7. This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non-taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

8. The following elements are included in the compensation package stated above:

   (i) Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

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500081, India

(ii) ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, 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.

9. All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on 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 change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

10. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

11. If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

12. Probationary Period:

(i) You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
(ii) At any time during your probation period the Company may confirm your employment by way of a written communication if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

13. Your employment with the Company will be subject to the following pre-conditions:

(i) You will submit relevant documents as mandated by the Company;
(ii) You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
(iii) You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
(iv) You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
(v) You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to havean adverse effect on your ability to perform your duties hereunder and/or upon the Company.
(vi) You provide two satisfactory references, one being from your most recent employer (prior to joining Kaptius Technologies India Pvt Ltd).

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(vii) Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared and you represent that you have not been involved in any fraud, unethical and /or immoral acts or departmental inquiry in your previous employment(s) and/ or been part of any pending investigation, (whether judicial, quasi-judicial or otherwise), which you have not disclosed to the company prior to you joining.

14. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

15. You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

16. At Kaptius Technologies India Pvt Ltd, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Kaptius Technologies India Pvt Ltd values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

17. As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless

(i) you confirm your acceptance of it and return a copy to us within the prescribed time and
(ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Kaptius Technologies India Pvt Ltd

DocuSigned by:
Bradley Turner
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Director

DocuSign Envelope ID: E6DA1204-907F-4775-85EE-37BC77DE2B4D

Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandingsotherthanasdetailedherein between me and Kaptius Technologies India Pvt Ltd.

This Lettersupersedesall previous agreements (written or oral) betweenthepartiesinrelationtothesubject-matter. I confirm thatI am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Shaik Azarudhin

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Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
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Terms & Conditions of Employment with Kaptius Technologies Pvt Ltd

1. CURRENT WORK LOCATION:

1.1. Kaptius Technologies Pvt Ltd (**''Kaptius Technologies India Pvt Ltd''** or **''Company''**) may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall see to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2. Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

(i) one location to another; or
(ii) one team/department/account/function/Business Unit to another; or
(iii) one project/job to another; or
(iv) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3. Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

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3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Companyis likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Companywould be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

(i) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;

(ii) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

(iii) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

(iv) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on

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behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. 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 right to terminate your employment without notice.

5.4 Kaptius Technologies India Pvt Ltd prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

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5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Kaptius Technologies India Pvt Ltd entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Kaptius Technologies India Pvt Ltd and communicated to you in writing.

5.10 Unless specifically 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. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information (''SPDI'') to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the company, pay, give, or

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offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

(i) you are legally permitted to reside and be employed in India;
(ii) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
(iii) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
(iv) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
(v) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
(vi) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
(vii) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6 CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. **"Confidential Information"** shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as

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confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

(i) maintain in confidence all such Confidential Information and will not use such Confidential information other than as necessary to carry out the purpose for which it was shared with you;

(ii) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;

(iii) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;

(iv) prevent the unauthorized use, dissemination or publication of such Confidential Information;

(v) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;

(vi) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);

(vii) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

(viii) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

(ix) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or

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any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

(i) was in your possession before receiving the same from the Company pursuant to this Letter;
(ii) is or becomes a matter of public knowledge through no fault of yours; or
(iii) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7 INTELLECTUAL PROPERTY:

7.1 **''Intellectual Property Rights''** shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark

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applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **'Developments'**) that:

7.4 relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;

(i) results from tasks assigned to you by the Company; or
(ii) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

(iii) such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.5 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights)you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You

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hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.6 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.7 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively **'Moral Rights'**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.8 If you are not employed with the Company at the time when the company requests your assistance in connection with the foregoing, the company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.9 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.10 Notwithstanding the foregoing, you will also be bound by Kaptius Technologies India Pvt Ltd's policy with respect to Intellectual Property.

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8 CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During you employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets, as required and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9 RETIREMENT/TERMINATION:

9.1 Retirement

9.1.1 You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

9.2 Notice Period/Termination

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9.2.1 During the probation period, your employment with the Company may be terminated

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(i) by you, upon giving the Company one month's written notice or at the Company's discretion, payment of gross salary in lieu of notice or

(ii) by the Company, upon giving you one month's written notice or payment of gross salary in lieu thereof.

9.2.2 Upon confirmation, your employment with the Company may be terminated

(i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or

(ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

9.2.3 Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

9.2.4 Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of

(i) fraudulent, dishonest or undisciplined conduct by you,

(ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property,

(iii) your insubordination or failure to comply with the directions given to you by persons so authorized,

(iv) your insolvency or conviction for any offence involving moral turpitude,

(v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company,

(vi) you going on or abetting a strike in contravention of any law for the time being in force,

(vii) you conducting yourself in a manner which is regarded by the company as prejudicial to its own interests or to the interests of its clients or

(viii) misconduct by you as provided under the labour laws and/or in the Company policies.

9.2.5 In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

9.2.6 In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such

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abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

9.2.7 Effects of Cessation of Employment

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10 LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non- performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

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11 MISCELLANEOUS:

11.1 Notice:

All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability:

The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity:

You shall not use the name and/or trademark/logo of Kaptius Technologies India Pvt Ltd, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share / disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Kaptius Technologies India Pvt Ltd group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement:

During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver:

No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall

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operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement

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of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration:

This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival:

Clauses 5.1, 5.13, 6, 7, 9.2.2, 10, 11.1, 117, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law:

The Parties to this Agreement 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. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereofor as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Kaptius Technologies India Pvt Ltd. The award of the Arbitrator shall be final and binding on Parties.

This Letter shall be governed and interpreted in accordance with the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief:

You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriatejurisdiction with respect to such provisions.

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CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

(i) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
(ii) payroll processing agencies for processing my payroll (including reimbursement claims),
(iii) law enforcement agencies,
(iv) to comply with a judicial/quasi-judicial order,
(v) auditor (including internal auditors, statutory auditors or Kaptius Technologies India Pvt Ltd's clients or their auditor) for the purpose of audit,
(vi) insurance companies for the purpose of group insurance, personal accident insurance etc.
(vii) service providers providing services for biometric access to office premises for monitoring attendance.
(viii) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

(i) affiliates of the Company for administrative purposes and/or audit;

(ii) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

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4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in the Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name: Shaik Azarudhin

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SHAIK CHANDINI
C/O MASTAN SAHEB
MARKAPUR
Prakasam Andhra Pradesh-
521390
8497936494

29 August 2020

Dear Chandini,

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

DocuSigned by:
Bradley Turner
D5DE2EAB96CC41D...

Bradley Turner

Director

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Offer Letter (Private and Confidential)

Dear Chandini,

Pursuant to our discussions, we are pleased to offer you the following employment opportunity, on an initial six month probationary period, with Kaptius Technologies India Pvt Ltd, starting on 1 october 2020 (or such other date that may be communicated to you by the company), as per the details given below:

Date of Joining: 1 october 2020

Annual Remuneration: 500,000 (Five hundred thousand) Indian Rupees per annum

Position: Platform Developer

Role Basis: Permanent

Proof of ID: Pan Card FYKPK2782K

Your all-inclusive annual remuneration (on a cost to company basis), will comprise your salary, applicable statutory benefits and or any incentives as applicable to you. Your remuneration will be paid to you on a monthly basis, in arrears and will be paid after the deduction of any statutory taxes due.

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Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.

5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

6. All statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

7. This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non-taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

8. The following elements are included in the compensation package stated above:

   (i) Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

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(ii) ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, 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.

9. All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on 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 change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

10. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

11. If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

12. Probationary Period:

(i) You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
(ii) At any time during your probation period the Company may confirm your employment by way of a written communication if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

13. Your employment with the Company will be subject to the following pre-conditions:

(i) You will submit relevant documents as mandated by the Company;
(ii) You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
(iii) You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
(iv) You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
(v) You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to havean adverse effect on your ability to perform your duties hereunder and/or upon the Company.
(vi) You provide two satisfactory references, one being from your most recent employer (prior to joining Kaptius Technologies India Pvt Ltd).

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(vii) Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared and you represent that you have not been involved in any fraud, unethical and /or immoral acts or departmental inquiry in your previous employment(s) and/ or been part of any pending investigation, (whether judicial, quasi-judicial or otherwise), which you have not disclosed to the company prior to you joining.

14. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

15. You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

16. At Kaptius Technologies India Pvt Ltd, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Kaptius Technologies India Pvt Ltd values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

17. As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless

(i) you confirm your acceptance of it and return a copy to us within the prescribed time and
(ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Kaptius Technologies India Pvt Ltd

DocuSigned by:
Bradley Turner
D5DE2EAB96CC41D...
Director

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Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandingsotherthanasdetailedherein between me and Kaptius Technologies India Pvt Ltd.

This Lettersupersedesall previous agreements (written or oral) betweenthepartiesinrelationtothesubject-matter. I confirm thatI am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Shaik Chandini

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Terms & Conditions of Employment with Kaptius Technologies Pvt Ltd

1. CURRENT WORK LOCATION:

1.1. Kaptius Technologies Pvt Ltd (**''Kaptius Technologies India Pvt Ltd''** or **''Company''**) may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall see to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2. Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

(i) one location to another; or
(ii) one team/department/account/function/Business Unit to another; or
(iii) one project/job to another; or
(iv) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3. Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

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3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Companyis likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Companywould be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

(i) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;

(ii) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

(iii) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

(iv) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on

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behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. 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 right to terminate your employment without notice.

5.4 Kaptius Technologies India Pvt Ltd prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

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5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Kaptius Technologies India Pvt Ltd entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Kaptius Technologies India Pvt Ltd and communicated to you in writing.

5.10 Unless specifically 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. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information (''SPDI'') to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the company, pay, give, or

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offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

(i) you are legally permitted to reside and be employed in India;
(ii) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
(iii) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
(iv) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
(v) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
(vi) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
(vii) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6 CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. **"Confidential Information"** shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as

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confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

(i) maintain in confidence all such Confidential Information and will not use such Confidential information other than as necessary to carry out the purpose for which it was shared with you;

(ii) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;

(iii) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;

(iv) prevent the unauthorized use, dissemination or publication of such Confidential Information;

(v) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;

(vi) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);

(vii) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

(viii) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

(ix) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or

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any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

(i) was in your possession before receiving the same from the Company pursuant to this Letter;
(ii) is or becomes a matter of public knowledge through no fault of yours; or
(iii) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7 INTELLECTUAL PROPERTY:

7.1 **''Intellectual Property Rights''** shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark

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applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **'Developments'**) that:

7.4 relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;

(i) results from tasks assigned to you by the Company; or
(ii) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

(iii) such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.5 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights)you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You

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hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.6 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.7 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively **'Moral Rights'**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.8 If you are not employed with the Company at the time when the company requests your assistance in connection with the foregoing, the company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.9 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.10 Notwithstanding the foregoing, you will also be bound by Kaptius Technologies India Pvt Ltd's policy with respect to Intellectual Property.

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8 CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During you employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets, as required and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9 RETIREMENT/TERMINATION:

9.1 Retirement

9.1.1 You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

9.2 Notice Period/Termination

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9.2.1 During the probation period, your employment with the Company may be terminated

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(i) by you, upon giving the Company one month's written notice or at the Company's discretion, payment of gross salary in lieu of notice or

(ii) by the Company, upon giving you one month's written notice or payment of gross salary in lieu thereof.

9.2.2 Upon confirmation, your employment with the Company may be terminated

(i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or

(ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

9.2.3 Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

9.2.4 Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of

(i) fraudulent, dishonest or undisciplined conduct by you,

(ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property,

(iii) your insubordination or failure to comply with the directions given to you by persons so authorized,

(iv) your insolvency or conviction for any offence involving moral turpitude,

(v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company,

(vi) you going on or abetting a strike in contravention of any law for the time being in force,

(vii) you conducting yourself in a manner which is regarded by the company as prejudicial to its own interests or to the interests of its clients or

(viii) misconduct by you as provided under the labour laws and/or in the Company policies.

9.2.5 In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

9.2.6 In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such

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500081, India

abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

9.2.7 Effects of Cessation of Employment

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10 LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non- performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

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11 MISCELLANEOUS:

11.1 Notice:

All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability:

The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity:

You shall not use the name and/or trademark/logo of Kaptius Technologies India Pvt Ltd, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share / disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Kaptius Technologies India Pvt Ltd group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement:

During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver:

No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall

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operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement

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500081, India

of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration:

This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival:

Clauses 5.1, 5.13, 6, 7, 9.2.2, 10, 11.1, 117, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law:

The Parties to this Agreement 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. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereofor as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Kaptius Technologies India Pvt Ltd. The award of the Arbitrator shall be final and binding on Parties.

This Letter shall be governed and interpreted in accordance with the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief:

You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriatejurisdiction with respect to such provisions.

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500081, India

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

(i) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
(ii) payroll processing agencies for processing my payroll (including reimbursement claims),
(iii) law enforcement agencies,
(iv) to comply with a judicial/quasi-judicial order,
(v) auditor (including internal auditors, statutory auditors or Kaptius Technologies India Pvt Ltd's clients or their auditor) for the purpose of audit,
(vi) insurance companies for the purpose of group insurance, personal accident insurance etc.
(vii) service providers providing services for biometric access to office premises for monitoring attendance.
(viii) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

(i) affiliates of the Company for administrative purposes and/or audit;

(ii) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

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500081, India

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in the Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name: Shaik Chandini

16-4K6

112
149

Ref: TCSL/CT20192626867/1471751/Hyderabad
Date: 19 March 2021

MS. SRI SOWMYA SUNKARA
11-36 Main Road,
Near Venkateswara Theater, Devarapalli,
Andhra Pradesh-534313.
Tel# 917095325369

Sub: Joining Letter

Dear Ms. Sri Sowmya Sunkara,

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 April 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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STRICTLY PERSONAL

Name: G EC

Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. S. Vineela Rosi

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June / July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.
- Your ~~annual~~ monthly CTC will be Rs 12,042/- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

Infosys Limited, Bangalore

Salary Slip for the month of February 2022

Name : Sajid Syed
Designation : Systems Engineer

Employee No	1119846	PF No	PY/BOM/10088/477343
Location	MCity , Chennai	UAN	101665495312
Personal Level	3	Bank A/C No	131301002097

Total Payable Work days	India	Overseas	LOP	Secondment
28.00	28.00	0.00	0.00	0.00

(Amount in ₹)

Earnings			Deductions		
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
Basic Salary	15,000.00	165,000.00	PF Contribution	1,800.00	19,800.00
House Rent Allowance	1,791.00	19,701.00	Professional Tax	0.00	2,900.00
Medical Allowance	1,120.00	12,320.00	LWF Contribution	0.00	50.00
Transport Allowance	447.00	4,917.00	Infosys Welfare Trust	250.00	2,750.00
Leave Travel Allowance	1,120.00	12,320.00			
BonusExgratia-AdvancePmt	2,850.00	31,350.00			
TPI Incentive	5,000.00	40,000.00			
Total	**27,328.00**	**285,608.00**	**Total**	**2,050.00**	**25,500.00**
			Net Pay for the month	**25,278.00**	**260,108.00**

EPS No.PY/BOM/10088/1939517

16-4K8

Infosys®
Navigate your next

(c.w)

HRD/3T/1000539994/20-21

December 28, 2020

Mr. Sajid Syed
8-483,
Nirmal Nagar,
Ongole-523002
India

Ph: +91-9502061823

Dear Sajid,

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: 2020.12.28 18:54:50 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

16-4149

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149

STRICTLY PERSONAL

Name: Nec

Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. T. Mounishenjali

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042 + Incentives /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-44

NTT DATA Services

(C.W)

117/149

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavangudi, Bangalore 560 004 India
Tel : +91.80.2665.9482 Fax : +91.80.2653.0912

13 Dec 19
SAI NIKITHA TAMMAREDDY
GUDLAVALLERU ENGINEERING COLLEGE

Dear SAI NIKITHA TAMMAREDDY,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in **Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 350,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **13 Dec 19** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(SAI NIKITHA TAMMAREDDY)

Annexure A

At the time of joining, you are requested to bring the following documents in **Original** along with two copies of each. The original certificates are required for verification only and will be returned the same day.

1. Certificates & mark sheets supporting your educational qualifications:
    a. Xth Certificate and mark sheet
    b. XIIth Certificate and mark sheet
    c. Degree Certificate/Provisional Certificate and individual semester mark sheets, consolidated mark sheets, course completion certificate (for each graduation / post-graduation)
2. Three copies of your recent Passport size color photograph (white background)
3. Copy of NTT DATA Information Processing Services Private Limited offer letter and completed pre-employment form
4. You are required to carry your passport at the time of joining

For any further clarification you can mail to Campus.Connect@nttdata.com

If any declaration given or furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, in such a case, you will be liable to be removed from the service without any notice.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED.

A B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

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TASLEEMA KOWSAR
C/O HAFEEZ
GUDIVADA
Krishna Andhra Pradesh-5213316
9573377217

29 August 2020

Dear Tasleema,

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

DocuSigned by:
Bradley Turner
D5DE2EAB96CC41D...

Bradley Turner

Director

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Kaptius Technologies India Pvt Ltd
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Offer Letter (Private and Confidential)

Dear Tasleema,

Pursuant to our discussions, we are pleased to offer you the following employment opportunity, on an initial six month probationary period, with Kaptius Technologies India Pvt Ltd, starting on 1 october 2020 (or such other date that may be communicated to you by the company), as per the details given below:

Date of Joining: 1 october 2020

Annual Remuneration: 500,000 (Five hundred thousand) Indian Rupees per annum

Position: Platform Developer

Role Basis: Permanent

Proof of ID: Pan Card FYGPK2782K

Your all-inclusive annual remuneration (on a cost to company basis), will comprise your salary, applicable statutory benefits and or any incentives as applicable to you. Your remuneration will be paid to you on a monthly basis, in arrears and will be paid after the deduction of any statutory taxes due.

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Notes:

1. The payroll processing will be as per Company policy notified from time to time.

2. Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.

3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.

4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.

5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.

6. All statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.

7. This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non-taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

8. The following elements are included in the compensation package stated above:

   (i) Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

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(ii) ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, 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.

9. All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on 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 change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

10. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

11. If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

12. Probationary Period:

(i) You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
(ii) At any time during your probation period the Company may confirm your employment by way of a written communication if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

13. Your employment with the Company will be subject to the following pre-conditions:

(i) You will submit relevant documents as mandated by the Company;
(ii) You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
(iii) You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
(iv) You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
(v) You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to havean adverse effect on your ability to perform your duties hereunder and/or upon the Company.
(vi) You provide two satisfactory references, one being from your most recent employer (prior to joining Kaptius Technologies India Pvt Ltd).

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(vii) Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared and you represent that you have not been involved in any fraud, unethical and /or immoral acts or departmental inquiry in your previous employment(s) and/ or been part of any pending investigation, (whether judicial, quasi-judicial or otherwise), which you have not disclosed to the company prior to you joining.

14. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

15. You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

16. At Kaptius Technologies India Pvt Ltd, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Kaptius Technologies India Pvt Ltd values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

17. As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless

(i) you confirm your acceptance of it and return a copy to us within the prescribed time and
(ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Kaptius Technologies India Pvt Ltd

DocuSigned by:
Bradley Turner
D5DE2EAB96CC41D...
Director

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Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandingsotherthanasdetailedherein between me and Kaptius Technologies India Pvt Ltd.

This Lettersupersedesall previous agreements (written or oral) betweenthepartiesinrelationtothesubject-matter. I confirm thatI am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Tasleema Kowsar

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Terms & Conditions of Employment with Kaptius Technologies Pvt Ltd

1. CURRENT WORK LOCATION:

1.1. Kaptius Technologies Pvt Ltd (**''Kaptius Technologies India Pvt Ltd''** or **''Company''**) may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall see to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2. Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

(i) one location to another; or
(ii) one team/department/account/function/Business Unit to another; or
(iii) one project/job to another; or
(iv) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3. Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

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3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Companyis likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Companywould be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

(i) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;

(ii) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;

(iii) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and

(iv) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on

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behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. 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 right to terminate your employment without notice.

5.4 Kaptius Technologies India Pvt Ltd prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

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5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Kaptius Technologies India Pvt Ltd entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Kaptius Technologies India Pvt Ltd and communicated to you in writing.

5.10 Unless specifically 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. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information (''SPDI'') to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time; (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements; (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc; and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the company, pay, give, or

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offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office; or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

(i) you are legally permitted to reside and be employed in India;
(ii) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same;
(iii) you have accepted these terms and conditions only after having had the opportunity to seek clarifications;
(iv) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
(v) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you;
(vi) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
(vii) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6 CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. **"Confidential Information"** shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as

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confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

(i) maintain in confidence all such Confidential Information and will not use such Confidential information other than as necessary to carry out the purpose for which it was shared with you;

(ii) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent;

(iii) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care;

(iv) prevent the unauthorized use, dissemination or publication of such Confidential Information;

(v) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you;

(vi) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company);

(vii) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company;

(viii) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and

(ix) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or

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any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

(i) was in your possession before receiving the same from the Company pursuant to this Letter;
(ii) is or becomes a matter of public knowledge through no fault of yours; or
(iii) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7 INTELLECTUAL PROPERTY:

7.1 **''Intellectual Property Rights''** shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark

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applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting there from.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively **'Developments'**) that:

7.4 relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;

(i) results from tasks assigned to you by the Company; or
(ii) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

(iii) such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.5 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights)you may have or acquire in the Developments and all benefits and/or rights resulting there from to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You

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hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.6 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.7 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively **'Moral Rights'**). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.8 If you are not employed with the Company at the time when the company requests your assistance in connection with the foregoing, the company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.9 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.10 Notwithstanding the foregoing, you will also be bound by Kaptius Technologies India Pvt Ltd's policy with respect to Intellectual Property.

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8 CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During you employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets, as required and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9 RETIREMENT/TERMINATION:

9.1 Retirement

9.1.1 You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

9.2 Notice Period/Termination

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9.2.1 During the probation period, your employment with the Company may be terminated

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(i) by you, upon giving the Company one month's written notice or at the Company's discretion, payment of gross salary in lieu of notice or

(ii) by the Company, upon giving you one month's written notice or payment of gross salary in lieu thereof.

9.2.2 Upon confirmation, your employment with the Company may be terminated

(i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or

(ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.

9.2.3 Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).

9.2.4 Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of

(i) fraudulent, dishonest or undisciplined conduct by you,

(ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property,

(iii) your insubordination or failure to comply with the directions given to you by persons so authorized,

(iv) your insolvency or conviction for any offence involving moral turpitude,

(v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company,

(vi) you going on or abetting a strike in contravention of any law for the time being in force,

(vii) you conducting yourself in a manner which is regarded by the company as prejudicial to its own interests or to the interests of its clients or

(viii) misconduct by you as provided under the labour laws and/or in the Company policies.

9.2.5 In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.

9.2.6 In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such

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Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

abandonment and recover any outstanding dues towards payable to the Company; and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

9.2.7 Effects of Cessation of Employment

(i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.

(ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.

(iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10 LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non- performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

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Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

11 MISCELLANEOUS:

11.1 Notice:

All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the abovementioned ways.

11.2 Severability:

The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity:

You shall not use the name and/or trademark/logo of Kaptius Technologies India Pvt Ltd, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share / disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Kaptius Technologies India Pvt Ltd group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement:

During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver:

No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall

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operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement

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Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration:

This Letter alongwith its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival:

Clauses 5.1, 5.13, 6, 7, 9.2.2, 10, 11.1, 117, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law:

The Parties to this Agreement 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. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereofor as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Mumbai in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Kaptius Technologies India Pvt Ltd. The award of the Arbitrator shall be final and binding on Parties.

This Letter shall be governed and interpreted in accordance with the laws of India and the courts at Mumbai only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief:

You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriatejurisdiction with respect to such provisions.

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Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:

(i) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
(ii) payroll processing agencies for processing my payroll (including reimbursement claims),
(iii) law enforcement agencies,
(iv) to comply with a judicial/quasi-judicial order,
(v) auditor (including internal auditors, statutory auditors or Kaptius Technologies India Pvt Ltd's clients or their auditor) for the purpose of audit,
(vi) insurance companies for the purpose of group insurance, personal accident insurance etc.
(vii) service providers providing services for biometric access to office premises for monitoring attendance.
(viii) foreign consulates, embassies etc and service providers (including travel agents) for the purpose of processing of visa, work permits etc.

2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:

(i) affiliates of the Company for administrative purposes and/or audit;

(ii) clients/prospects in relation to any staff augmentation assignments.

3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Mumbai shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.

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Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.

5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.

6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in the Company's records in the event of any change.

7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name: Tasleema kowsar

16-CS
425
119
149

Offer: Computer Consultancy
Ref: TCSL/CT20192626843/Hyderabad
Date: 13/09/2019

Ms. Pravallika Tentu
20f-11-6/1Peddinttivari Street,
Kotha Peta,
Eluru-534002,
Andhra Pradesh.
Tel# 91-8106551001

Dear Pravallika Tentu,

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 **₹3,36,875/-** 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 &

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

16-415

Offer: Computer Consultancy
Ref: TCSL/CT20192626843/Hyderabad
Date: 13/09/2019

Ms. Pravallika Tentu
20f-11-6/1Peddinttivari Street,
Kotha Peta,
Eluru-534002,
Andhra Pradesh.
Tel# 91-8106551001

Dear Pravallika Tentu,

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 **₹3,36,875/-** 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.

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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
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16-426 CW

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Welcome To Accenture

1 message

Bhagyasree Thota <bhagyasreethota@gmail.com>
To: monika.nandigam86@gmail.com

20 March 2022 at 17:35

---------- Forwarded message ---------
From: <emailservice@accenture.com>
Date: Wed, Apr 7, 2021 at 8:05 PM
Subject: Welcome To Accenture
To: <bhagyasreethota@gmail.com>

Hi Bhagyasree 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 you do not remember your password or if you are logging in for the first time and need to set up a password, click here to generate a new password per the instructions on the login page.

If you have any trouble viewing this invitation or accessing the link above, please visit the Frequently Asked Questions page.

16-4L7 CW

121
149

Ref: TCSL/DT20218706197/1695313/Chennai
Date: 15 December 2021

MS. VENKATESWARAMMA THOTA
3-28/A, Gundlapadu Veldhurthi,
Near To Ntr Statue, Guntur,
Andhrapradesh-522613.
Tel# 918688909221

Sub: Joining Letter

Dear Ms. Venkateswaramma Thota,

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India

16-4MO 122/149

Ref: TCSL/CT20192628210/1481322/Bangalore
Date: 05 April 2021

MR. SAIKUMAR VADAPALLI
1-140 Malapalli,
Mustikuntla, Tiruvuru,
Andhra Pradesh-521235.
Tel# 919381448213

Sub: Joining Letter

Dear Mr. Saikumar Vadapalli,

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 April 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.

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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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai -400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16-4M2

123
149

Gmail

geetha veeranki <veerankigeetha@gmail.com>

Letter of Intent - Veeranki Geetha priya - Ref. No.: 9332060

2 messages

careers@wipro.com <careers@wipro.com>
To: veerankigeetha@gmail.com

Tue, Dec 10, 2019 at 5:30 AM

Campus - Letter Of Intent

09-Dec-2019

Dear Veeranki Geetha priya,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

---

veerankigeetha@gmail.com <veerankigeetha@gmail.com> Tue, Dec 10, 2019 at 7:03 AM
To: phaninulu1998 <phaninulu1998@gmail.com>

Sent from my Huawei Mobile
[Quoted text hidden]

16481A04M3

(C.W)

124/149

Gmail

vemu ramya <vemuramyasri223@gmail.com>

Letter of Intent - Ramya Vem - Ref. No.: 9222340

2 messages

careers@wipro.com <careers@wipro.com> Wed, Mar 4, 2020 at 1:11 AM
To: vemuramyasri223@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

March 04, 2020

Dear Ramya Vem,

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 the 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**
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Total Fixed Compensation	**27,108**
Other Compensation Benefits	
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Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
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Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

16-ums

Aquila College OF Medical ,Scribing

125/149

Date :19.09.2019

Place :Gudlavalleru

Dear V.Poojitha

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

16-4M6

126
149

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To provide insight for enhancing wealth

EFFTRONICS SYSTEMS PVT. LTD.
40-15-9, Brundavan Colony, Vijayawada-520 010, AP. INDIA
✆ : +91 (866) 246-6675, 249-3375, Fax: +91 (866) 247-4097
e-mail: info@efftronics.com Website: www.efftronics.com

EFF/HRD/20-21/OFF-RD/111 **8-JAN-20**

To,

MR VETCHA KOWSHIK,
S/O VETCHA SRINIVASA RAO,
D NO: 5-203,
B.C COLONY 9th WARD,
VATSAVAI,
KRISHNA DISTRICT-521235,
ANDHRA PRADESH.



Dear MR VETCHA KOWSHIK,

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 (Firmware Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on First Week of **June 2020(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

Verified By
Madhavip

16-4M7

127
149



Capgemini

CERTIFICATE OF APPRECIATION

is proudly presented to

Naveen Kumar Viswanadham

In recognition of your 1 year of valuable service at Capgemini.

#GetTheFutureYouWant

Awarded on 30 Mar 2022

Pallavi Tyagi
CHRO - India, Capgemini

Ashwin Yardi
CEO - India, Capgemini

16-4M CW

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Virtual Onboarding

1 message

Naveen Kumar <viswanadhamnaveenkumar3@gmail.com>
To: "monika.nandigam86@gmail.com" <monika.nandigam86@gmail.com>

20 March 2022 at 19:51

---------- Forwarded message ---------
From: **IN, Onboarding** <onboarding.in@capgemini.com>
Date: Wed, 31 Mar, 2021, 1:43 am
Subject: Virtual Onboarding - Completed
To: viswanadhamnaveenkumar3@gmail.com <viswanadhamnaveenkumar3@gmail.com>
Cc: Puram, Ramesh <ramesh.puram@capgemini.com>, MURTUZSAAB KOLHAR, RAZIYA <raziya.murtuzsaab-kolhar@capgemini.com>

Dear Naveen,

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.

Copied on this note is your Supervisor / business contact, we would request you to get in touch with **Ramesh Puram , 9866240521 , ramesh.puram@capgemini.com** for next steps regarding work/ asset allocation etc.You will be required to provide COVID related declaration to your Manager and BUHR 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. Collect your access & ID card from the below address upon your first visit to office basis approvals which will be facilitated by your Manager. You will need to provide a valid Government ID proof while collecting the same **Capgemini Technology Services India Limited, No: 158-162P & 165-170P, EPIP Phase II, Whitefield, Bengaluru - 560066, Karnataka**

2. Visit MyConnect on the Talent Portal and:
a) Validate and update all personal/dependent information
b) Update your Bank account details mandatorily in MyConnect within 3 working days .

Note: You will be receiving your Employee ID, User ID and Email ID via SMS within 48 hrs. Post receiving your credentials please connect with IT Helpdesk team on 02267557744 to reset your password.

Kindly feel free to reach out to us in case of any clarifications. We will reach out to you post things normalize, to collect the documents with signatures as well as hand over your original offer letter given that we have completed a Virtual Onboarding session for you today on account of the current Covid-19 crisis in India ("BCP Period").

Regards,
HR Shared Services

16-4NO CW

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TATA

Ref: TCSL/CT20192626955/1324367/Hyderabad
Date: 25 July 2020

MR. ADITHYA SRI RAM VURAKARANAM
Sf7,Nagubandi Apartments Sathhupalli Road,
Opposite Sbi, Vissannapeta,
Andhra Pradesh-521215.
Tel# 919154959807

Sub: Joining Letter

Dear Mr. Adithya Sri Ram Vurakaranam,

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 August 2020** and your training location is **Hyderabad** . We are pleased to inform you that your work location is **HYDERABAD** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Limited,
Q City Building, B Block, 7th Floor, Survey No: 10 & 11, Q City Road,,
Financial District, Nanakram Guda, Hyderabad, Telangana.,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Ramakanth Kotla
Phone: 08309205219
Email Id: ramakanth.kotla@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

16-4NO
[C.W]

Offer: Computer Consultancy
Ref: TCSL/CT20192626955/Hyderabad
Date: 23/09/2019

Mr. Adithya Sri Ram Vurakaranam
Gec Boys HostelAddada Oad,
Opposie Aanm &Vvrsr School,
Gudlavalleru-521356,
Andhra Pradesh.
Tel# -9494916847

Dear Adithya Sri Ram Vurakaranam,

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 **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** 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 &

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

16-4N3 CW

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Date: 03-08-2020

APPOINTMENT LETTER

Dear **Yamini Sai Sri Karicheti,**

We take great pleasure in welcoming you to be a member of **Data Brains Global Software Pvt Ltd, Hyderabad**. You shall be appointed to the position of **Associate Software Engineer**.

1.1 Your appointment will be Effective from **03rd August 2020** or at an earlier date mutually agreed. This offer is based on your profile, experience and performance in the selection process. Your Compensation package would be as in Annexure 1.

1.2 As per Company regulations you are required to furnish before joining, documentary proof of your Education qualification and work testimonials and also that you are free from any Contractual restrictions preventing you from accepting this offer. 2. Terms and Conditions

2.1 Your employment with the company shall be subject to you successfully clearing extensive background checks which may include criminal and financial checks. The company may terminate your employment in the event of an unsatisfactory background check.

2.2 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer.

2.3 The initial period of probation is 6 Months from your date of joining, which may be extended by the management at its discretion. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, though normal and accepted modes of employee communication within the company.

2.4 After confirmation and thereafter, your services may be terminated at any time by either party giving the other a one month notice or basic salary in lieu thereof. However, no such notice or notice pay shall be payable in case your service are terminated on account of any misconduct by you.

2.5 In the event that you are transferred by the company to another position (which may include transfer to a new role, competency, or office) or location of the company, the terms and conditions applicable to the new position or location shall apply to you.

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Talent pace
Outcome Selling IT Company

Letter of Appointment

Date: 20th July, 2021.

Dear Yatham Jayaprakash Reddy,

Greetings from the Innovative and Dynamic team of TalentPace and welcome aboard.

With reference to your application and the subsequent interviews you had with us, we are pleased to offer you an appointment as **"Software Engineer"** on the following terms and conditions:

JOINING DATE

You have to report to our Bengaluru office on or before **1st August, 2021** by 9:00 AM.

SALARY

Salary and allowances applicable to you is as per 'Annexure-A'.

LEAVE

You will be entitled to take leave as per the provisions of company's policy.

TRANSFER

Your service is liable to be transferred to any place in India or abroad as per the company's need & policy.

WORKING HOURS

Your working hours will be as per the organization requirement which will be in force from time to time.

NOMINATION OF LEGAL HEIRS

Please fill and return the enclosed Provident Fund forms and Nomination form. In case of any change in the nomination due to changes in circumstances or any other reasons, you should inform the same to the company immediately.

PROBATION

a) You shall be on probation for a period of 6 months.
b) During the probation period, if your performance is not satisfactory, the management reserves the right to terminate your service without assigning any reason thereof or without any notice or notice pay thereof.
c) The management also reserves the right to extend the probation period if your performance is not satisfactory.
d) After successful completion of probation, if your performance is satisfactory, your appointment shall be confirmed, in writing, by the management.

Letter of Intent

Doc Ref. No.:QC20201735 Date of Issue: 10th JUNE 2020

Dear **YENUGANTI MANIKANTA,**

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature: _____**

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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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Offer: Computer Consultancy
Ref: TCSL/CT20192626873/Hyderabad
Date: 13/09/2019

Ms. Naga Viswaja Yenugu
13-177Sivanagar,
Venkatapuram,
Eluru-534001,
Andhra Pradesh.
Tel# 91-6304351175

Dear Naga Viswaja Yenugu,

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 **₹3,36,875/-** 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 &

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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17485A0401

Gmail

Dheeraj Sai <dheerajpavan123@gmail.com>

Fwd: Letter of Intent - Purna Balaji Praneeth Pallem - Ref. No.: 9472358

Purna balaji praneeth Pallem <balajipraneeth6@gmail.com> Mon, Dec 23, 2019 at 3:59 PM
To: "dheerajpavan123@gmail.com" <dheerajpavan123@gmail.com>

---------- Forwarded message ---------
From: **Purna balaji praneeth Pallem** <balajipraneeth6@gmail.com>
Date: Tue, 15 Oct 2019 at 5:50 PM
Subject: Fwd: Letter of Intent - Purna Balaji Praneeth Pallem - Ref. No.: 9472358
To: sirisha pallem <sirishapallem79@gmail.com>

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Tue, Oct 15, 2019 at 3:41 PM
Subject: Letter of Intent - Purna Balaji Praneeth Pallem - Ref. No.: 9472358
To: <balajipraneeth6@gmail.com>

Campus - Letter Of Intent

15-Oct-2019

Dear Purna Balaji Praneeth Pallem,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

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BORN

BORN Commerce Private Limited
2nd Floor, Hardy Tower
Ramanujan IT SEZ
TRIL Infopark Limited, Taramani
Chennai 600113, India

T +91(44) 33511200
E info@borngroup.com

www.borngroup.com

Ref. ID: BORNAPPOINTMENT/2021/08/7351 **02-Aug-2021**

Ms Potharla Manisha
D.NO-11/175N1
KOTHAVARI STREET
Gudivada,krishna district - 521301
Andhra Pradesh, India

Private & Confidential

Employment Agreement

Dear **Potharla Manisha,**

Congratulations and welcome to **BORN**.

This letter has reference to our offer vide ref. Id. **BORNOFFER/2021/643**, dated **30-Jul-2021**.

We are pleased to appoint you to the position of **Software Engineer - Trainee** on the payroll of **BORN Commerce Private Limited, (the "Company")** effective **02-Aug-2021** on the following terms and conditions:

1. **PRINCIPAL TERMS**
   a. **Designation**: You shall hold the designation of **Software Engineer - Trainee** for the duration of the employment. You will be classified as **Level1** employee. Depending on various factors, including your successful performance in holding the above designation, the Company shall accordingly amend or upgrade your designation & corresponding level at our offices.
   b. **Location of employment**: You shall pursue your employment at our offices situated at **BORN Commerce Private Limited, 2nd Floor, Hardy Towers, Ramanujan IT SEZ, TRIL Infopark Limited, Taramani, Chennai – 600 113.** We would like to point out that this location may be subject to change(s) from time to time, depending on various exigencies arising, and you may be called upon to work from the offices of our associated or affiliated companies, whether situated in India or otherwise. We shall keep you duly informed of any such changes. Further, you may be required to travel from time to time depending on the needs of the Company. The cost of travel, including air fare and other reasonable related travel expenses incurred for official Company business will be borne by the Company as per the travel policy applicable at the time of travel.
   c. **Term of the Employment**: Your employment shall commence from not later than **02-Aug-2021** and shall continue until discontinued in a manner provided under these Offer Terms.

P. Manisha
Potharla Manisha

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Attra

EMPLOYMENT AGREEMENT

The agreement is signed between

Shaik Sharook
Masulipatnam, Andhra Pradesh

- Herein after called the **PMO Executive**

And

Attra Infotech Pvt. Ltd.
AMR Tech Park 4, No. 23 & 24, Ground Floor
Hongasandra, Hosur Main Road
Bangalore - 560 068

- Herein after called **Attra**

Attra is a global software services company with strong consulting practice in Australia, US, Singapore and the UK with offshore development facility in Bangalore, Pune and Hyderabad in India. Attra wishes to hire PMO Executive who have requisite knowledge, skills and experience to be able to perform work for the company after the structured training is imparted. Attra is willing to provide an opportunity to the PMO Executive to learn the Credit Cards domain knowledge and acquire programming skills to build software applications for the financial industry.

The PMO Executive has expressed desire to learn and acquire the required software skills as deemed fit by Attra and is willing to undergo the training program.

The agreement between parties is subject to the following terms and conditions.

a. Attra will provide basic training relevant to area of work.
b. The PMO Executive is employed on permanent rolls of Attra and will be entitled to all benefits which are applicable to regular employees.
c. Attra will pay salary at the end of each month that will be subject to tax withholding as per the employment laws in India. Attra will not provide travel or accommodation and the PMO Executive agrees to make own arrangement.
d. The PMO Executive agrees to abide by the rules and regulations of the company.
e. The PMO Executive explicitly agrees and commits to provide service to Attra for a period of **3 years** from the date of joining the training.
f. In the event of termination of employment by Attra, the associate agrees that the clause 7 is void.
g. As a token of acceptance of this agreement, the associate will provide Attra a cheque for an amount of INR.**200000** /-. The cheque will be kept valid during the

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Gmail

Word For Life <monika.nandigam86@gmail.com>

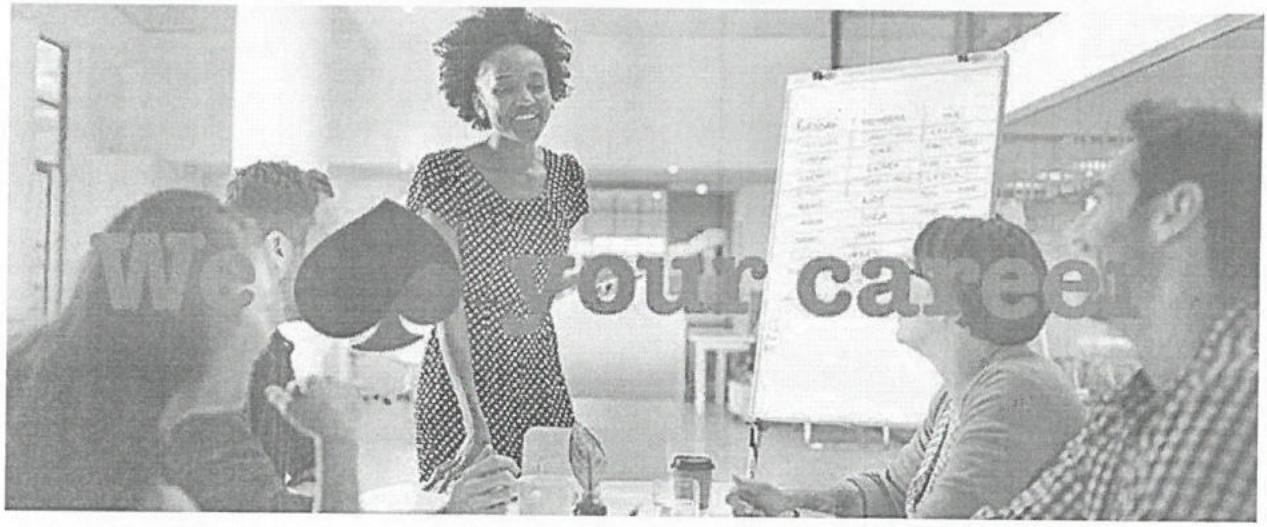
Fwd: Welcome Letter - Abdul Rafiq

1 message

Abdul Rafiq <18abdulrafiq1998@gmail.com>
To: monika.nandigam86@gmail.com

19 March 2022 at 15:10

---------- Forwarded message ---------
From: **SuccessFactors Onboarding** <auto.noreply@capgemini.com>
Date: Mon, Mar 29, 2021 at 5:04 PM
Subject: Welcome Letter - Abdul Rafiq
To: <18abdulrafiq1998@gmail.com>
Cc: <raziya.murtuzsaab-kolhar@capgemini.com>



Dear **Abdul Rafiq**,

Greetings from Capgemini.

We look forward to you joining us and becoming a part of the Capgemini family. We are pleased to let you know that we have initiated your Onboarding process.Request you to complete the following steps.

- **Step 1: Fill the New Employee Wizard**
- Update the pre-onboarding details → New Employee Wizard

Your onboarding cannot proceed unless New Employee Wizard is filled completely and correctly

- **Step 2: Access Your Welcome Kit**
- To know what you can expect on your Onboarding day and other benefits - **Click here**

- **Step 3: Complete Your Digital Induction**
- To know more about Capgemini we encourage you learn through our **Digital Induction Program – "DISCOVER Capgemini"**
Read the ***Instruction manual*** to login and access the **Induction** content which is mandatory

Feel free to get in touch with your Recruiter RAZIYA MURTUZSAAB KOLHAR for any queries.

Regards,

HR Team

Connect with us:

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Ref: TCSL/CT20192626872/1491203/Chennai
Date: 16 April 2021

MS. NAGA VENKATA SWAPNA NALLAMOTHU
1-47 Ramalayam Road,
Kamalapuram, Gudivada,
Andhra Pradesh-521366.
Tel# 917382497885

Sub: Joining Letter

Dear Ms. Naga Venkata Swapna Nallamothu,

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 April 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Letter of Intent

Doc Ref. No.:QC20201470 Date of Issue: 12th JUNE 2020

Dear **VUSALA MAHESH**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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 U72900DL2005PTC134394

Ref. FIPL/Offer/1361/60/2020 Date: **23-sept-2020**

Ms. Pinnapuuralla Maneesha
24/27,ramanayadu pet
Machilipatnam ,Andra Pradesh(521001)
Mob: 9573759567

Email ID: maneesha7256@gmail.com

Subject: Offer of Employment

Dear Maneesha,

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 2020 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.

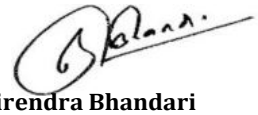
Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

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 2020.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

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.**

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** 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, Pace 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:-

17-5-410

CW

138
149

Ref: TCSL/CT20192626875/1292981/Hyderabad
Date: 13 January 2021

MS. TEJASWINI VAMPUGALLA
3-91 null,
Bhushanagulla, Gudivada,
Andhra Pradesh-521263.
Tel# 918374798936

Sub: Joining Letter

Dear Ms. Tejaswini Vampugalla,

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 February 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17485A0410
(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20192626875/Hyderabad
Date: 13/09/2019

Ms. Tejaswini Vampugalla
3-91,
Bhushanagulla,
Gudivada-521263,
Andhra Pradesh.
Tel# 91-9100874363

Dear Tejaswini Vampugalla,

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 **₹3,36,875/-** 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 &

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

Letter of Intent

Doc Ref. No.:QC20201469 Date of Issue: 12th JUNE 2020

Dear **ATLURI HEMA SEKHAR**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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17-5-412
CW
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Ref: TCSL/CT20192626834/1292972/Hyderabad
Date: 11 December 2020

MR. PAVAN KUMAR RAGALA
4-107 Ramalayam Street,
Upparagudem,Pedagonnuru Post,Mudinepalli,Krishna District, Vijayawada,
Andhra Pradesh-521329.
Tel# 919494156607

Sub: Joining Letter

Dear Mr. Pavan Kumar Ragala,

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 January 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17485A0412
(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20192626834/Hyderabad
Date: 13/09/2019

Mr. Pavan Kumar Ragala
4-107Ramalayam Street,
Upparagudem,Pedagonnuru Post,Mudinepalli,Krishna District,
Vijayawada-521329,
Andhra Pradesh.
Tel# -

Dear Pavan Kumar Ragala,

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 **₹3,36,875/-** 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 &

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

Letter of Intent

Doc Ref. No.:QC20201468 Date of Issue: 12th JUNE 2020

Dear **BANDI NAVEEN**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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Letter of Intent

Doc Ref. No.:QC20211286 Date of Issue: 12th October 2020

Dear **GOTRU JOHN PAUL**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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**
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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.

Letter of Intent

Doc Ref. No.:QC20201484 Date of Issue: 12th JUNE 2020

Dear **MODUGUMUDI PAVANI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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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Ref: TCSL/DT20195141400/1495073/Trivandrum
Date: 16 April 2021

MR. PREM TEJA POLABATHINA
18/215-1 Opposite Rytubazar,
Near Veparammatali Temple, Machilipatnam,
Andhra Pradesh-521001.
Tel# 917659005623

Sub: Joining Letter

Dear Mr. Prem Teja Polabathina,

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 April 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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amazon

17 March 2022

PRIVATE & CONFIDENTIAL

To whom it may concern,

Re: Jenitha Palani
Address: D.no:22-28,4th lane,Bhagath singh nagar, Yanamalakuduru, D.no:22-28,4th lane,Bhagath singh nagar, Yanamalakuduru, Vijayawada, 520007

This letter is to confirm that **Jenitha Palani** is currently employed at Amazon Development Centre (India) Private Limited.

Jenitha Palani is employed as a **AVOC Associate** and commenced employment with Amazon on **21 March 2022**.

This letter has been issued to the employee upon his/her request on the basis of data submitted by the employee to the Company. The Company bears no liability in event the aforementioned data is NOT found to be accurate.

On behalf of
Amazon Development Centre (India) Private Limited

Kind Regards,

Soumya V
ERC Delivery Hub Leader, Employee Services

17485A0423

Aquila College OF Medical ,Scribing

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149

Date :19.09.2019

Place :Gudlavalleru

Dear D.Anusha Sai Chowdary

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

Letter of Intent

Doc Ref. No.:QC20201288 Date of Issue: 12th October 2020

Dear **PEDDIPALLI KIRANMAI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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Letter of Intent

Doc Ref. No.:QC20201300 Date of Issue: 12th October 2020

Dear **BOMMIDI VIJAYA DURGA**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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Letter of Intent

Doc Ref. No.:QC20201299 Date of Issue: 12th October 2020

Dear **PAMU RAM KUMAR**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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.

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Letter of Intent

Doc Ref. No.:QC20201298 Date of Issue: 12th October 2020

Dear **GHANTA HARSHA SAI**,

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

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

Neha Das
Deputy Manager - University Relations **Candidate Signature:** _____

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)
Monthly Salary Components		
(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
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

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**
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- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

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STRICTLY PERSONAL

Name: AEC

Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. K. Monnika

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- +Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

17-59-436

LAKSH
semiconductors
excellence through innovation

7714, Pranava BSR
Gitaar, Behind
Chroma,Kadubeesanahalli,
Bengaluru - 560103
Phone: +91-7416918549
www.lakshsemi.com

145/149

7th January 2022
Hyderabad.

Dear V Hemanth,

Congratulations on being selected to be part of **Laksh Semiconductors family**!

We are pleased to offer you the Position of "**Trainee Analog Layout Engineer**" with Laksh SemiconductorsPrivate Ltd. Your base location will be Hyderabad.

The CTC offered is Rs.2,40,000/- per year until March 31st 2022 and from April 1st 2022 your CTC will be Rs: 3,00,000/- (**Three Lakhs Rupees only**) per annum.

The employment terms and conditions are furnished in Annexure II.

Please confirm your acceptance of the employment offer by signing a copy of this letter and returning it to us by.

We look forward to you having an exciting and successful career with Laksh Semiconductors.

Yours sincerely,

For Laksh Semiconductors Private Limited

P.S. Rajalakshmi

Director – Business Development.

I am pleased to accept the above-mentioned offer. I agree to join Laksh Semiconductors on _____

Date:_____

Place:_____

Sign: _____

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Ref: TCSL/CT20192626842/1292937/Hyderabad
Date: 21 December 2020

MR. SARATH BABU PARIMKAYALA
2/122 Kothapudi ,Machilipatnam,Krishna Dt,
Kothapudi, Machilipatnam,
Andhra Pradesh-521002.
Tel# 916302850044

Sub: Joining Letter

Dear Mr. Sarath Babu Parimkayala,

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 **21st January 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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Ref: TCSL/CT20192626842/1292937/Hyderabad
Date: 21 December 2020

MR. SARATH BABU PARIMKAYALA
2/122 Kothapudi ,Machilipatnam,Krishna Dt,
Kothapudi, Machilipatnam,
Andhra Pradesh-521002.
Tel# 916302850044

Sub: Joining Letter

Dear Mr. Sarath Babu Parimkayala,

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 **21st January 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.

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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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17-443 [C.W]

Offer: Computer Consultancy
Ref: TCSL/CT20192626842/Hyderabad
Date: 13/09/2019

Mr. Sarath Babu Parimkayala
2/122Kothapudi ,Machilipatnam,Krishna Dt,
Kothapudi,
Machilipatnam-521002,
Andhra Pradesh.
Tel# 91-9505425968

Dear Sarath Babu Parimkayala,

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 **₹3,36,875/-** 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 &

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

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 ₹**10,200/-** 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 ₹**4,080/-** 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. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **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

TATA CONSULTANCY SERVICES
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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

17-5-445 CW

147
149

TATA

Ref: TCSL/DT20218851878/1694786/Lucknow
Date: 14 December 2021

MR. PANDULA HARI PRAASAD
28/851,Jalalpeta,Machilipatnam Jalalpeta,
Machilipatnam, Machilipatnam,
Andhra Pradesh-521001.
Tel# 917013301968

Sub: Joining Letter

Dear Mr. Pandula Hari Praasad,

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 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16 BATCH LE - 17-447 CW

148/149

Gmail

Word For Life <monika.nandigam86@gmail.com>

Fwd: Your Virtual Joining @LTI - 29th Oct'21 Joining Batch

pujithasree gummadi <gpujithasree@gmail.com>
To: "monika.nandigam86@gmail.com" <monika.nandigam86@gmail.com>

20 March 2022 at 16:42

--------- Forwarded message ---------
From: **Campbuzz** <Campbuzz@lntinfotech.com>
Date: Fri, Oct 29, 2021, 8:43 AM
Subject: Your Virtual Joining @LTI - 29th Oct'21 Joining Batch
To:

Dear Candidate,

Greetings from LTI..!!!

Your **virtual** on-boarding formalities is in progress.

On successful completion of the e-joining process, you will receive a 'P.S No. – Employee Code' directly in your inbox from iCore Notification : no-reply@lntinfotech.com

Kindly keep a check on the same.

Likewise, further details on the induction plan will be shared across shortly.

Wishing you 'All the best' for your journey ahead!

Take care! Stay safe!

Thanks & Regards,

Talent Acquisition - Campus Team

Larsen & Toubro Infotech Ltd.

174850448
(C.W)

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

December 26, 2019

P PADMAVATI

D.NO:7-27-1,NEAR RAILWAY STATION,

KONDIPLAEM,VADLAMANNADU,

KRISHNA-521331.

Dear **P PADMAVATI,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **09th January 2020** duly recommended by your College/University vide it's letter dated **26th December 2019** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

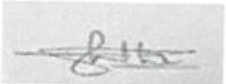
HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, NH 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar

Corp. VP & Program Director

16-301

Dhruvsoft Services Private Limited
Quadrant-2, A3 Module, 10th Floor, Cyber Towers,
Hi-Tech City, Madhapur Hyderabad.
Telangana-500-081, India
Ph: +91- 9030091631
Email: contact@dhruvsoft.com Web: www.dhruvsoft.com

Dhruvsoft
BUILD • DEPLOY • SUPPORT

Ref: DS/Offer/2020/02-27
Date: 27th February 2020

Dear Mr Abdul Gaffur

We are pleased to offer you a position as **"Software Engineer (Intern)"** at Dhruvsoft Services Private Limited, Hyderabad.

On Joining Dhruvsoft, you will be given the benefit of formal on the job training at our office. After successful completion of initial training / probation of six months you will be placed as **"Software Engineer"** in our company.

Your emoluments will be as follows –

First year of employment	CTC of Rs. 1.85 lacs per annum
Second year of employment	CTC of Rs. 2.60 lacs per annum

Please refer to the attached details of benefits / terms of this offer and salary breakup in annexure 1. We would appreciate your confirmed acceptance of this offer in the enclosed format within seven days of the issue date.

Mentioned below are the details of your joining the Company:

Date of joining	1st June 2020
Location	Hyderabad, India

Please note that you are required to produce this letter at the time of joining in the company. Also please carry your documents as per Annexure 2 at the time of joining.

Yours Sincerely,
From Dhruvsoft Services Private Limited

Ritu Agarwal
Director

Candidate Address:
4-122A, 4th Block, Pedaogirala, Vuyyuru Mandal,
Krishna District, Andhra Pradesh.

Encl.
(1) Important terms / acceptance letter
(2) Salary breakup
(3) List of documents required at the time of joining

Dhruvsoft Services Private Limited
Quadrant-2, A3 Moduie, 10th Floor, Cyber Towers,
Hi-Tech City, Madhapur Hyderabad.
Telangana-500-081, India
Ph: +91- 9030091631
Email: contact@dhruvsoft.com Web: www.dhruvsoft.com

Dhruvsoft
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Annexure 1 – Salary break-up

Salary Break up (1st year)		
	Per Month	Per Annum
(A)Components Of Salary		
Basic	6,777	81,324
HRA	2,711	32,530
Conveyance Allowance	1,500	18,000
CCA	307	3,686
Total (A)	**11295**	**1,35,540**
(B)-Benefits		
PF -Employer Contribution	813	9,759
ESIC (Employer Contribution@3.25% of Total A)	420	5039
Bonus	1625	19500
Certification Allowance	1167	14000
Health Insurance	111	1330
Total (B)	**4,136**	**49,628**
(C) Deductions		
PF Employee Contribution	813	9,759
Professional Tax	0	0
ESIC (Employee Contribution@0.75% of Total A)	97	1163
Total (C)	**910**	**10,922**
Net Take Home before taxes	**12,010**	**1,44,118**
Total CTC (per annum)	**15,431**	**1,85,168**

Cognizant

16154-504

28-Jan-2020

Dear Aditya Addepalli,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024661

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

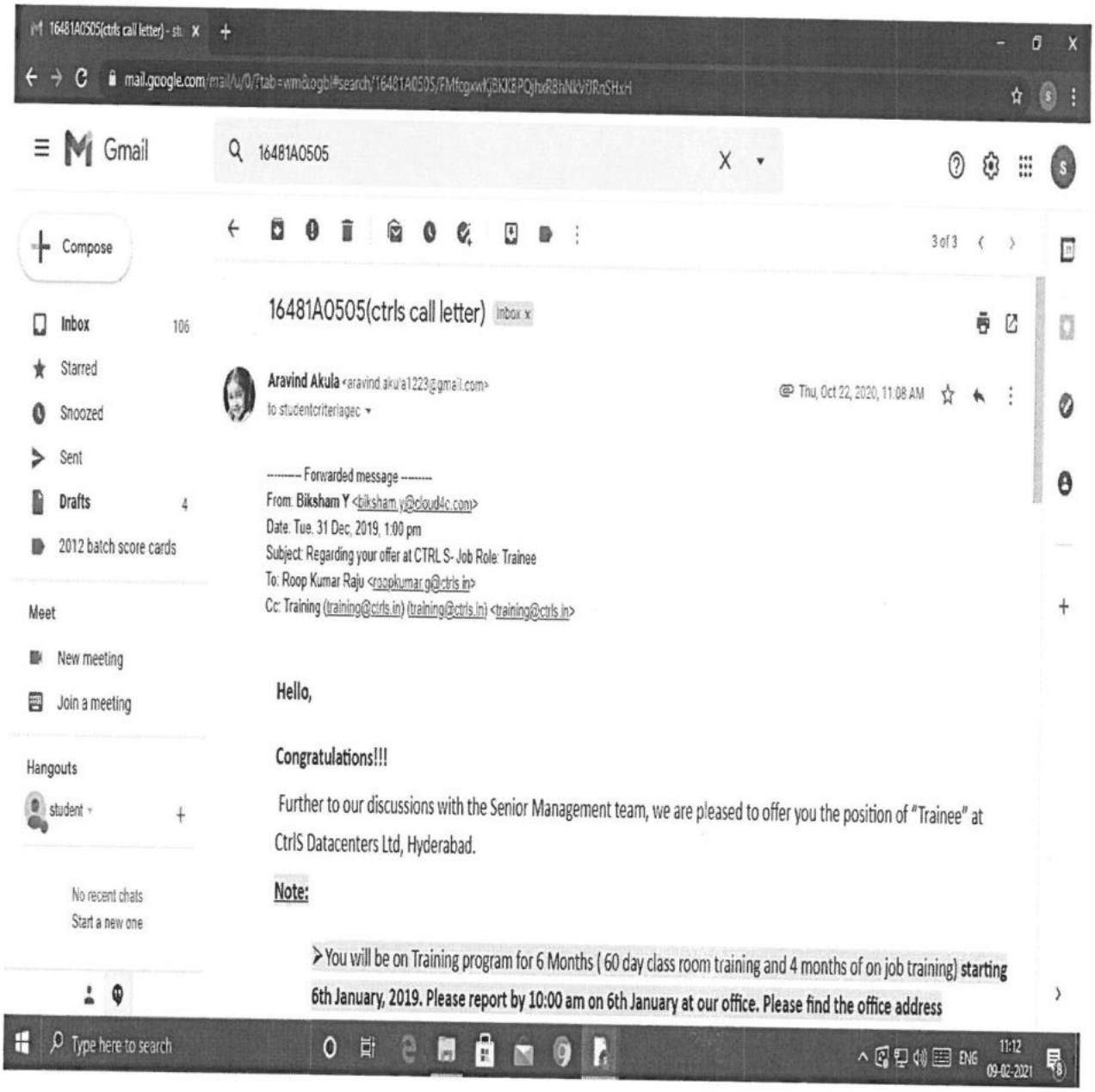
We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : Date:

16-505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New meeting
Join a meeting
Hangouts
student
No recent chats
Start a new one
3 of 3
16481A0505(ctrls call letter) Inbox x
Aravind Akula <aravind.akula1223@gmail.com>
to studentcriteriagec
Thu, Oct 22, 2020, 11:08 AM
---------- Forwarded message ---------
From: Biksham Y <biksham.y@cloud4c.com>
Date: Tue, 31 Dec, 2019, 1:00 pm
Subject: Regarding your offer at CTRL S- Job Role: Trainee
To: Roop Kumar Raju <roopkumar.g@ctrls.in>
Cc: Training (training@ctrls.in) (training@ctrls.in) <training@ctrls.in>
Hello,
Congratulations!!!
Further to our discussions with the Senior Management team, we are pleased to offer you the position of "Trainee" at CtrlS Datacenters Ltd, Hyderabad.
Note:
You will be on Training program for 6 Months (60 day class room training and 4 months of on job training) starting 6th January, 2019. Please report by 10:00 am on 6th January at our office. Please find the office address
Type here to search
ENG
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09-02-2021


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Drafts 4
2012 batch score cards
Meet
New meeting
Join a meeting
Hangouts
student
No recent chats
Start a new one
3 of 3
Kind Note & Confirm on the below Point: -
I authorize for the background verification by company or third party to be made on the information contained/submitted with this application, Former employers, officials of education institutes and other required information named on this application are authorized to give information about me and I release them from all liability for issuing such information.
If later, the information furnished by you, is found to be incorrect or not true, you will be liable for such action as may be deemed fit by the Company.
Please confirm on the acceptance of the Offer by 31st Dec'19, terms & Conditions mentioned herein.
Looking forward for your response.
Best Regards,
Training and Development
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 have received this email in error please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited.
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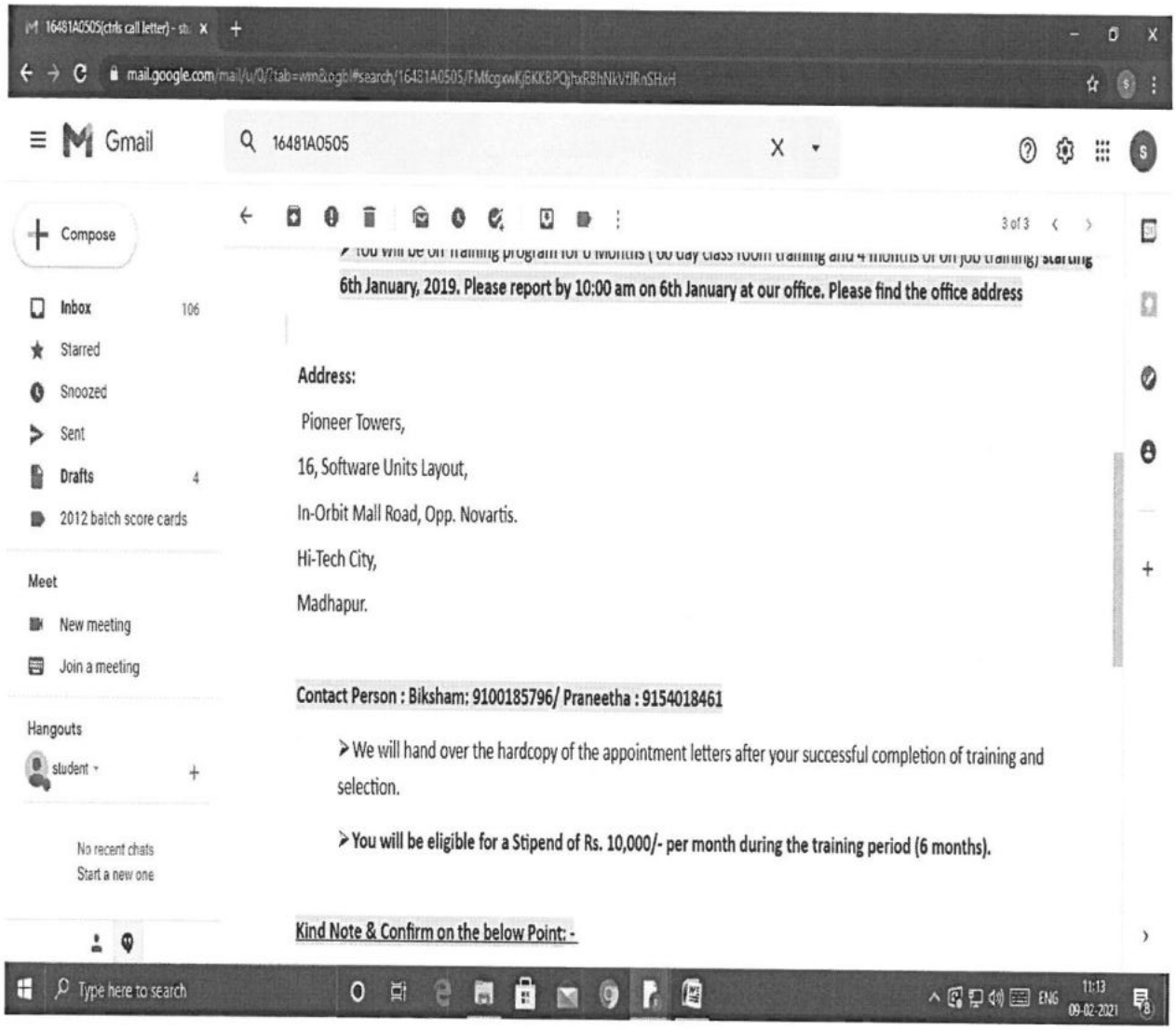
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Compose
Inbox 106
Starred
Snoozed
Sent
Drafts 4
2012 batch score cards
Meet
New meeting
Join a meeting
Hangouts
student
No recent chats
Start a new one
3 of 3
You will be on training program for 6 months (60 day class room training and 4 months of on job training) starting 6th January, 2019. Please report by 10:00 am on 6th January at our office. Please find the office address
Address:
Pioneer Towers,
16, Software Units Layout,
In-Orbit Mall Road, Opp. Novartis.
Hi-Tech City,
Madhapur.
Contact Person : Biksham: 9100185796/ Praneetha : 9154018461
We will hand over the hardcopy of the appointment letters after your successful completion of training and selection.
You will be eligible for a Stipend of Rs. 10,000/- per month during the training period (6 months).
Kind Note & Confirm on the below Point: -
Type here to search
ENG
11:13
09-02-2021

16481A05D6

acuvate®

--- where Acumen drives Innovation

OFFER LETTER

24th July, 2022

Dear Mr. Akumalla Chinna Hussain,

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 **AIPLC057615** 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.

16-508

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

January 06th, 2020

ALLADA KOMALA VENKATA SIVA NAGA PAVAN
D.NO: 10/166 BALARAMUNIPETA
MACHILIPATNAM
KRISHNA,ANDHRA PRADESH 521001

Dear **ALLADA KOMALA VENKATA SIVA NAGA PAVAN,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **16th January 2020** duly recommended by your College/University vide it's letter dated **06th January 2020** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

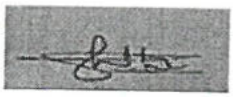
HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, H 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **16th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar
Corp. VP & Program Director

16481A0509

Offer: Computer Consultancy
Ref: TCSL/CT20182455770/Hyderabad
Date: 13/09/2019

Ms. Sowmyapriya Anumolu
1-2Peda Komera,
Thotamoola,
Gampalagudem-521403,
Andhra Pradesh.
Tel# 91-8247494738

Dear Sowmyapriya Anumolu,

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 **₹3,36,875/-** 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 &

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

16481A0510

DHUNIS IT INNOVATION For Your Ideas



STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Ms. AREPALLI DIVYA

APPOINTMENT LETTER

Dear **Ms. Divya,**

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.

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavangudi, Bangalore 560 004 India
Tel : +91.80.2665.9482 Fax : +91.80.2653.0912

13 Dec 19
Geetha Sri Arja
GUDLAVALLERU ENGINEERING COLLEGE

Dear Geetha Sri Arja,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in **Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 350,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **13 Dec 19** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Geetha Sri Arja)

NTT DATA Services

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavangudi, Bangalore 560 004 India
Tel : +91.80.2665.9482 Fax : +91.80.2653.0912

13 Dec 19
Geethika Arja
GUDLAVALLERU ENGINEERING COLLEGE

Dear Geethika Arja,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
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A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **13 Dec 19** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: A. Geethika Date: 13/12/2019
(Geethika Arja)

16981AU513

EMPLOYMENT OFFER

Date: 24th November 2020

Dear Ms. Arumalla Gopya Sri,

After your Interview, we are pleased to inform you that you have been selected for the post of **Trainee Software Engineer** at our organization. We are pleased to extend our offer of employment and to welcome you as a member of our Company. We are very impressed with your accomplishments so far and believe you will make an excellent addition to our staff fraternity at **i Prism**. As such we are pleased to offer you the position of **Trainee – Software Engineer** and you will be reporting to the Manager or to whosoever the Company deems fit to be your supervisor.

Terms and Conditions:

1. Your reporting date is 3rd **December 2020.** 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 2 years (24 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:
   ***0-6 months*- Trainee S/W Engineer-20,514.00 per month, *7-18 months*- S/W Engineer- 1-22,000 per month, *19-30 months*- S/W Engineer- 2-24,000 per month, *From 31st month*- Technical Consultant-27,000 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 3,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 9:00 AM to 6:00 PM.
7. 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,

Komal V B

Manager- Recruitment

: iPrism Technologies Pvt Ltd.
Rd No. 3, Near Apollo Hospital, Jubilee Hills, Hyderabad 500033.

Gmail **PHANI DIVVELA <phanidivvela165@gmail.com>**

Fwd: IBM India Pvt Ltd - Expression Of Interest

1 message

nicky attuluri <nickyattuluri@gmail.com> Mon, May 18, 2020 at 12:09 PM
To: phanidivvela165@gmail.com

---------- Forwarded message ---------
From: **nicky attuluri** <nickyattuluri@gmail.com>
Date: Tue, 17 Dec, 2019, 10:43 AM
Subject: Fwd: IBM India Pvt Ltd - Expression Of Interest
To: <chnavya12397@gmail.com>

---------- Forwarded message ---------
From: **eschoolhiring** <Enterprise@trm.brassring.com>
Date: Tue 10 Dec, 2019, 7:52 PM
Subject: IBM India Pvt Ltd - Expression Of Interest
To: <nickyattuluri@gmail.com>

Dear Nikhila Attuluri,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Zone - Application Documents & Forms
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore – 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday – Friday: 10.00AM – 5.00PM). We shall be happy to help you

IBM Recruiting Team

CONNECT WITH US.



104814U516

Infopark Software Technologies

Date: 04-02-2021

To: BAILADUGU VENKATESWARLU

OFFER OF EMPLOYMENT

Dear

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.

On your joining will be required to undergo Process Training for a period of 10 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 INFOPARK SOFTWARE TECHNOLOGIES as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 15-02-2021

We look forward to a mutually rewarding relationship.

Thanking you,

INFOPARK SOFTWARE TECHNOLOGIES

HR MANAGER

III Floor, Sailok Complex, M.G. Road, Labbipet, VIJAYAWADA-520010

Ph: 0866 2487022 www.infoparktech.in

16-517

amazon

P.O. BOX 81226, SEATTLE, WA, 98108-1226

5/20/2022

Sree Harsha Balusu
4751 Drayton Green
Baltimore, MD 21227
US

Dear Sree Harsha:

On behalf of Amazon.com Services LLC (the "Company"), I am very pleased to offer you the position of Software Dev Engineer. This letter clarifies and confirms the terms of your employment with the Company.

Start Date and Salary

Unless we mutually agree otherwise in writing, you will commence employment on October 31, 2022 ("Start Date"). Your salary will be $129,000.00 annualized, payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Because your position is exempt from overtime pay, your salary will compensate you for all hours worked. You will receive your full salary in any workweek that you perform work subject to limited deductions permitted by law as applicable to your status as a salaried exempt employee. You will be eligible for a performance assessment and compensation adjustment in calendar year 2024. Ordinarily this process occurs each April.

This offer is based on your representation that, by the time you begin work at the Company, you will have earned a MS - Master of Science degree. If at any time you decide that you will not be pursuing a MS - Master of Science degree, or if you will not have earned that degree by the time you are scheduled to begin work, please contact me immediately.

Signing Payment

In appreciation of your decision to join us, you will be eligible for a sign-on payment of $27,775.00. This sign-on payment will be advanced to you in a single installment ordinarily on the date of your first regular paycheck after your Start Date, and will be earned on a daily prorated basis as you complete your first year of employment with the Company. If your employment with the Company is terminated for any reason prior to the one-year anniversary of your Start Date, you will be required to repay the unearned prorated portion of the sign-on payment.

If you are employed with the Company after the one-year anniversary of your Start Date, you will be eligible for a second sign-on payment of $29,900.00. This sign-on payment will be issued in prorated pay period installments as you complete your second year of employment with the

Company. Each installment will be earned at the time of payment. If your employment with the Company is terminated for any reason prior to the second anniversary of your Start Date, you will receive one final prorated installment based on the days worked in your final pay period. No additional installments will be paid.

Sign-on payments are payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes. Leaves of absence may affect how and when a payment is earned and paid, as detailed in the Company's policies and Benefits Guide During Leave at the time leave is taken.

Restricted Stock Unit Award

Subject to approval by the Board of Directors of Amazon.com, Inc., you will be granted a restricted stock unit award with respect to shares of Amazon.com, Inc. common stock valued at $95,000.00. The number of restricted stock units in your award will be calculated based on the 30-trading-day trailing average closing price of the common stock as of the first Friday preceding (or concurrent with) the 15th day of the month prior to the month in which you start employment. This award will vest and convert into shares of common stock over four years, as follows, subject to your continued employment with the Company:

- 5% on the 15th day of the month in which you reach your first anniversary of employment,
- 15% on the 15th day of the month in which you reach your second anniversary of employment, and
- 20% every six months thereafter, until fully vested.

Your award will be documented by delivery to you of a Restricted Stock Unit Award Agreement specifying the terms and conditions of the award. You will be eligible for a restricted stock unit grant, based on your performance, in calendar year 2024. Ordinarily this process occurs each April.

Relocation

For information about your relocation benefits, please review the attached document. Relocation benefits paid to you or expenses incurred on your behalf will be treated as an advance and will be earned on a prorated daily basis as you complete two full years of employment with the Company. If your employment with the Company is terminated for any reason prior to the second anniversary of your Start Date, you will be required to repay any unearned portion of the amounts paid to you or incurred on your behalf to the Company.

Benefits

During the term of your employment, you will be entitled to 401(k), health and welfare, vacation, and other benefits as may be offered by the Company from time to time, subject to eligibility and other terms and conditions stated in the governing documents. Generally you are eligible to enroll in our 401(k) and major medical plans as of the date you start employment, with access to our enrollment system about three business days after your Start Date. Please refer to the enclosed documents for more information.

Background Check

This offer is contingent on the successful completion of a background check.

Employment at Will

If you accept our offer of employment, you will be an employee-at-will, meaning that either you or the Company may terminate our relationship at any time for any reason, with or without cause. Any statements to the contrary that may have been made to you, or that may be made to you, by the Company, its agents, or representatives are superseded by this offer letter.

Confidentiality, Noncompetition and Invention Assignment Agreement

As a condition of and before you begin employment, you must sign the Confidentiality, Noncompetition and Invention Assignment Agreement (the "Agreement"). The Company's willingness to grant you the restricted stock unit award referred to above is based in significant part on your commitment to fulfill the obligations specified in the Agreement. You should know that the Agreement will significantly restrict your future flexibility in important ways. For example, you will be unable to seek or accept certain employment opportunities for a period of 18 months after you leave the Company. Please review the Agreement carefully and, if appropriate, have your attorney review it as well. A copy of the Agreement is provided in Appendix A at the end of this document. An identical Agreement will be sent separately for your signature.

Employment Eligibility

To comply with immigration laws, you must provide the Company with evidence of your identity and eligibility for employment in the United States no later than three (3) business days after your date of hire. If you are in visa status, you also must provide new or renewed evidence of your eligibility for employment immediately prior to or upon expiration of your visa authorization.

Additional Provisions

If you accept this offer, the terms described in this letter will be the initial terms of your employment, and this letter supersedes any previous discussions or offers. Any additions to or modifications to this offer must be in writing and signed by you and an officer of the Company.

This offer and all terms of employment stated in this letter will expire May 3, 2022.

Sree Harsha, we are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

Klohie Sourbeer
Recruiter (TEMP)

ACCEPTANCE

I accept employment with Amazon.com Services LLC under the terms set forth in this letter; including the Start Date indicated above.

_____ _____

Signature Date

Sree Harsha Balusu

Appendix A

AMAZON.COM, INC.

CONFIDENTIALITY, NONCOMPETITION, AND INVENTION ASSIGNMENT AGREEMENT

This Confidentiality, Noncompetition, and Invention Assignment Agreement ("**Agreement**") is made by and between Amazon.com, Inc., a Delaware corporation, and Sree Harsha Balusu("**Employee**").

RECITALS

A. Employee enters into this Agreement in connection with Employee's acceptance of employment with Amazon.com, Inc. or its subsidiary or affiliate, and any future employment with Amazon.com, Inc. or another of its subsidiaries or affiliates (depending on the circumstances, each an "**Employer**");

B. As used in this Agreement, "**Amazon**" means Amazon.com, Inc. and any entity that controls, is controlled by, or is under common control with Amazon.com, Inc., including without limitation its subsidiaries and affiliates;

C. Employee's acceptance of this Agreement is an express condition of Employee's employment with Employer, and is made by Employee in consideration of such employment, including the compensation, benefits and confidential information provided now and in the future to Employee by Employer, which Employee acknowledges are of significant benefit to Employee; and

D. Employee's continued employment with Employer is expressly conditioned on Employee's good faith agreement to comply with this Agreement.

AGREEMENTS

In consideration of the above Recitals, which are incorporated herein, the promises and covenants below, and other valuable consideration, the receipt and adequacy of which is acknowledged, the parties agree as follows:

1. **TERM.** This Agreement, including Sections 3, 4, and 5, contains obligations that apply during Employee's employment and for specified periods after the date Employee's employment ends ("**Separation Date**"), regardless of the reason for separation or whether it was voluntary or involuntary.

2. **ATTENTION AND EFFORT.** During employment, Employee will devote Employee's entire productive time, ability, attention, and effort to furthering Amazon's best interests and will not (without Amazon's prior written consent) carry on any separate

professional or other gainful employment, including self- employment and contract work.

3. CONFIDENTIAL INFORMATION.

3.1 **Confidentiality and Confidential Information.** Employee will obtain, receive, or gain access to Confidential Information (as defined below) in connection with Employee's work for Amazon. During employment and at all times thereafter, Employee will hold all Confidential Information in strictest confidence and will not acquire, use, publish, disclose, or communicate any Confidential Information except as required in connection with Employee's work without the prior written approval of an authorized officer of Amazon. For purposes of this Agreement, "**Confidential Information**" means proprietary or confidential information of Amazon in whatever form, tangible or intangible, whether or not marked or otherwise designated as confidential, that is not otherwise generally known to the public, relating or pertaining to Amazon's business, projects, products, customers, suppliers, inventions, or trade secrets, including but not limited to: business and financial information; Amazon techniques, technology, practices, operations, and methods of conducting business; information technology systems and operations; algorithms, software, and other computer code; published and unpublished know-how, whether patented or unpatented; information concerning the identities of Amazon's business partners and clients or potential business partners and clients, including names, addresses, and contact information; customer information, including prices paid, buying history and habits, needs, and the methods of fulfilling those needs; supplier names, addresses, and pricing; and Amazon pricing policies, marketing strategies, research projects or developments, products, legal affairs, and future plans relating to any aspect of Amazon's present or anticipated businesses. "Confidential Information" does not include the terms and conditions of Employee's own employment.

3.2 **Prevention of Unauthorized Release of Confidential Information.** Employee will take reasonable measures to prevent unauthorized persons or entities from obtaining, receiving, or gaining access to any Confidential Information in Employee's possession or control.

Nothing prohibits Employee from reporting an event that he or she reasonably believes is a legal violation to a law-enforcement agency (such as the Securities and Exchange Commission, Equal Employment Opportunity Commission, or Department of Labor), or from cooperating in an agency investigation. Employee acknowledges that he or she has received notice under the 2016 Defend Trade Secrets Act. First, that he or she will not be held criminally or civilly liable under Federal or State trade secret law for disclosing a trade secret either in confidence to a Federal, State, or Local government official or to an attorney for the purpose of

reporting or investigating a suspected legal violation, or under seal in a lawsuit or other court proceeding. And, second, that an individual who pursues a lawsuit for unlawful retaliation against his or her employer for reporting a suspected legal violation may disclose the trade secret to his or her attorney and use the trade secret information in the court proceeding, provided any document containing the trade secret is filed under seal and is not disclosed unless permitted by court order.

3.3 **Confidential Information of Third Parties.** Employee will preserve as confidential any information that Employee learns or obtains from a third party or relating to a third party (such as a client, customer, affiliate, partner, or vendor) that is not readily available to the public or that Amazon is obligated to treat as confidential, and Employee will treat such information as Confidential Information.

3.4 **Return of Confidential Documents.** On the Separation Date, or at any time otherwise requested by Amazon, Employee will immediately return all Confidential Information and other things belonging to Amazon, including tools, equipment, devices, or other property, and all documents, records, notebooks, and tangible articles containing or embodying any Confidential Information, including any copies (whether stored in paper, electronic, magnetic, or other form) then in Employee's possession or control, whether prepared by Employee or others.

4. RESTRICTIVE COVENANTS.

4.1 **Non-Competition.**During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant), engage in or support the development, manufacture, marketing, or sale of any product or service that competes or is intended to compete with any product or service sold, offered, or otherwise provided by Amazon (or intended to be sold, offered, or otherwise provided by Amazon in the future) that Employee worked on or supported, or about which Employee obtained or received Confidential Information.

This Section 4.1 will only apply if Employee earns more money than the threshold established by Washington law (RCW 49.62.040). As of January 1, 2020, that threshold is $100,000 per year. That Washington law also sets out the methods for calculating and adjusting the threshold. If Employee earns less than the threshold at the time Employee signs this Agreement, but subsequently earns more than the threshold, then this Section 4.1 will begin to apply when Employee's earnings exceed the threshold.

The first paragraph of this Section 4.1 also will not apply if Employee is terminated as result of a layoff (as distinguished from a termination for any other reason, including due to Employee's performance or conduct, or Employee's resignation) unless, and to the extent, that Employer elects to continue to compensate Employee through the desired noncompete period. If Employer elects to compensate Employee during that period, it will pay Employee at the rate of Employee's regular base salary immediately before the Separation Date, minus the amount of any compensation Employee earns through subsequent employment during that period.

4.2 **Non-Solicitation.** During employment and for 18 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) accept or solicit business from any Customer of any product or service that Employee worked on or supported, or about which Employee obtained or received Confidential Information; or (b) encourage any Customer or Business Partner to cease doing business with Amazon or to terminate or limit an existing relationship or arrangement with Amazon. For purposes of this Agreement, **"Customer"** means any individual or entity that was a customer or client of Amazon during Employee's employment, or with which Amazon engaged in discussions before the Separation Date related to the possibility that such party might become a customer or client of Amazon, and **"Business Partner"** means any individual or entity with which, before the Separation Date, Amazon was involved in any business arrangement or engaged in discussions regarding the possibility of entering into such an arrangement.

4.3 **Non-Interference.** During employment and for 12 months after the Separation Date, Employee will not, directly or indirectly, whether on Employee's own behalf or on behalf of any other entity (for example, as an employee, agent, partner, or consultant): (a) solicit or otherwise encourage any employee, contractor, or consultant of Amazon ("**Amazon Personnel**") to terminate any employment or contractual relationship with Amazon; (b) disclose information to any other individual or entity about Amazon Personnel that could be used to solicit or otherwise encourage Amazon Personnel to form new business relationships with that or another individual or entity; or (c) otherwise interfere with the performance by current or former Amazon Personnel of their obligations or responsibilities to Amazon. Nothing in this Section 4.3 restricts Employee from exercising rights protected under the National Labor Relations Act.

4.4 **Reasonableness of Restrictions.** Employee recognizes that the restrictions in this Section 4 may significantly limit Employee's future flexibility in many ways. For example, the restriction in Section 4.1 will bar Employee, for 18 months after the Separation Date, from accepting certain competitive opportunities. Employee further recognizes that the geographic areas for many of Amazon's products and services – and, by extension, the geographic areas applicable to certain restrictions in this Section 4 – are extremely broad and in many cases worldwide. Employee agrees and acknowledges that the restrictions in this Section 4 are reasonable in scope, area, and duration, and will not result in any undue hardship for Employee.

5. INTELLECTUAL PROPERTY.

5.1 **Copyrights.** All copyrightable works prepared by Employee within the scope of employment are works made for hire. Employer will own all rights under copyright in and to such works, and Employer will be considered the author of such works. If and to the extent that any such works are deemed not to constitute a work made for hire, and with respect to any other works that Employee prepares during working hours or using Amazon resources, Employee hereby irrevocably assigns to Employer all right, title, and interest in and to such work. To the extent any of Employee's rights in such works, including any moral rights, are not capable of assignment under applicable law, Employee hereby irrevocably and unconditionally waives all enforcement of those rights to the maximum extent permitted under applicable law.

5.2 **Inventions.** Employee will make prompt and full written disclosure to Employer, and hereby irrevocably assigns exclusively to Employer, all of Employee's rights, title, and interest in and to any and all inventions, discoveries, designs, developments, concepts, techniques, procedures, algorithms, products, improvements, business plans, and trade secrets (collectively, "**Inventions**") that Employee solely or jointly may conceive, develop, reduce to practice, or otherwise produce during Employee's employment.

5.3 **NOTICE Regarding Inventions.** Any provision in this Agreement requiring Employee to assign rights in Inventions does not and will not apply to any Invention for which no equipment, supplies, facilities, or trade secret information of Employer was used and that was developed entirely on Employee's own time, unless (a) the Invention relates (i) directly to the business of Employer, or (ii) to Employer's actual or demonstrably anticipated research or development, or (b) the Invention results from any work performed by Employee for Employer. This **NOTICE Regarding**

Inventions will be interpreted in a manner that complies with applicable state law.

5.4 **Prior Inventions.** As to any Invention in which Employee has an interest at any time, if Employee uses or incorporates such an Invention in any released or unreleased Amazon product, service, program, process, development, or work in progress, or if Employee permits Amazon so to use or incorporate such an Invention, or if such an Invention pertains to Amazon business, Employee irrevocably grants (to the extent Employee has authority to do so) a perpetual, royalty-free, fully paid up, worldwide license to exercise any and all rights with respect to such Invention, including without limitation the right to protect, make, have made, import, use, and sell that Invention without restriction and the right to sublicense those rights to others (with the right to grant further sublicenses). This license will be exclusive, subject only to any preexisting non-exclusive licenses or other pre-existing rights not subject to Employee's control.

5.5 **Assistance.** Employee will execute all documents and take all other actions reasonably requested by Amazon in order to carry out and confirm the assignments contemplated by this Agreement, including without limitation applications for patents, registered designs, certificates of authorship, and other instruments or intellectual property protections appropriate to protect and enforce intellectual property rights throughout the world. If Employee fails to execute, acknowledge, verify, or deliver any such document reasonably requested by Amazon, Employee irrevocably appoints Amazon and its authorized officers and agents as Employee's agent and attorney-in-fact to act in Employee's place to execute, acknowledge, verify, and deliver any such document on Employee's behalf. Employee's obligations under this Section 5.5 apply during employment and at all times thereafter.

6. **DISCLOSURE OF RESTRICTIONS.** Employee will disclose and provide a true and correct copy of this Agreement to any prospective new employer, business partner, or investor BEFORE accepting employment or engaging in any business venture. Employee authorizes Amazon to provide a copy of this Agreement to any new or prospective employer, business partner, or investor of Employee.

7. **GENERAL PROVISIONS.**

7.1 **Third Party Beneficiaries.** All Amazon entities, including without limitation Employer, are intended third party beneficiaries of Employee's covenants and promises in this Agreement, and have enforceable rights and remedies under this Agreement.

7.2 **Waiver.** No waiver of any right or obligation under this Agreement will be valid unless in writing and signed by an authorized officer of Amazon. No waiver by Amazon of any breach of this Agreement will be a waiver of any preceding or succeeding breach. No waiver by Amazon of any right or obligation under this Agreement will be construed as a waiver of any other right or obligation. Amazon will not be required to give prior notice to enforce strict adherence to all terms of this Agreement.

7.3 **Governing Law and Jurisdiction.** This Agreement will be governed by and construed in accordance with the laws of the State of Washington, excluding its choice of law provisions. Each party irrevocably consents to exclusive jurisdiction and venue in the state and federal courts located in King County, Washington with respect to any action, claim, or proceeding arising out of or in connection with this Agreement, with the exception of requests for temporary or preliminary injunctive relief, which may be sought in any appropriate court with jurisdiction, but only if such relief could not be issued and made immediately binding against the party sought to be enjoined by the state and federal courts located in King County, Washington.

7.4 **Remedies.** Any breach of this Agreement may cause Amazon irreparable harm for which there is no adequate remedy at law. As a result, Amazon will be entitled to the issuance by a court of competent jurisdiction of an injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining Employee from committing or continuing to commit any such violation. Any right to obtain an injunction, restraining order, or other equitable relief under this Agreement will not be considered a waiver of any right to assert any other remedy Amazon may have at law or in equity. Nothing in this Agreement will limit the remedies available to Amazon. The restrictions in this Agreement are independent of any other provision of this Agreement and will be enforceable whether or not Employee may have or purport to have any claim against Amazon.

7.5 **Modification of Restrictions; Severability.** Should a court of competent jurisdiction find that any provision of this Agreement, or compliance by any of the parties with any provision of this Agreement, is unlawful or unenforceable, such provision will be treated as narrowed to the extent required to make it lawful and enforceable. If such modification is not possible, the unlawful or unenforceable provision will be severed from the Agreement and the remaining provisions will remain in full force and effect to the maximum extent consistent with applicable law. If Employee breaches any post-employment obligations to Amazon set forth in Section 4 of this Agreement, the applicable duration of such obligation will be extended by a period of no less than the duration of the breaching

conduct. This Agreement should be interpreted in a way that provides the maximum protection to Amazon's Confidential Information and other business interests, and should not be interpreted against any party as its drafter.

7.6 **Survival of Covenants.** The covenants and promises contained in Sections 3 through 7 of this Agreement will survive after the Separation Date.

7.7 **Assignment.** This Agreement will bind and inure to the benefit of Employee and Amazon, and their respective heirs, legal representatives, and permitted successors and assigns. The covenants and promises of Employee under this Agreement are unique and personal. Accordingly, Employee may not assign any of Employee's rights or duties under this Agreement. Amazon.com, Inc. may assign this Agreement, without notice to Employee. Employee consents to such assignment and agrees and acknowledges that all terms and conditions of this Agreement will remain in effect after any such assignment.

7.8 **Entire Agreement.** This Agreement contains the entire understanding between Employee and Amazon with respect to the subject matter of this Agreement, with the exception of any existing obligations Employee may have to Amazon under any other written, executed agreement(s), which obligations remain in full force and effect. No modification of or amendment to this Agreement (except by a court under Section 7.5) will be effective unless in writing and signed by both Employee and an authorized officer of Amazon.com, Inc.

7.9 **Counterparts.** This Agreement may be executed in one or more counterparts, each of which will be treated as an original, but all of which taken together will be treated as one and the same instrument.

8. **EMPLOYEE REPRESENTATIONS REGARDING EXISTING OBLIGATIONS.** Employee represents and certifies as follows: (a) Employee is not in possession or control of any document or other tangible thing that in any way constitutes confidential, proprietary, or trade secret information of any third party (including any former employer); (b) Employee is not subject to a non-competition agreement that precludes Employee's work for Amazon; (c) Employee has identified all confidentiality, proprietary information, non-solicitation, or similar agreements or obligations Employee has with any third party, and Employee will not violate any such agreements or obligations in the course of Employee's work for Amazon; and (d) Employee will not use or disclose any tangible or intangible information that constitutes a trade secret of any third party (including any former employer) in the

course of Employee's employment, except pursuant to written authorization to do so (e.g., a technology license between Amazon and the third party).

9. **EMPLOYEE HAS READ AND UNDERSTOOD THE TERMS OF THIS AGREEMENT; RIGHT TO SEPARATE COUNSEL.** Employee acknowledges with execution of this Agreement that: (a) Employee has carefully read all of this Agreement's terms and agrees they are necessary for the reasonable protection of the business of Employer and Amazon; (b) Employer has been induced to employ Employee by Employee's representation that Employee will abide by and be bound by each of the covenants and restraints in this Agreement; and (c) each and every covenant and restraint in this Agreement is reasonable. Employee acknowledges that Employee has been advised by Amazon that Employee is entitled to have this Agreement reviewed by counsel of Employee's choice, and has either done so or elected to forgo such right.

2022-05-20-10-46-81ebd6a2-985d-444b-8fa2-38532852d91a

16481A0518

Offer: Computer Consultancy
Ref: TCSL/CT20182455583/Hyderabad
Date: 13/09/2019

Mr. Karunakar Bandreddy
1-15/A ,Kaithaepalli,Repalle,
Near Ramalayam,
Guntur-522264,
Andhra Pradesh.
Tel# 91-8328553434

Dear Karunakar Bandreddy,

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 **₹3,36,875/-** 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 &

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 Service Line: 1800 209 3111 Email: careers@tcs.com

16481A0519

Offer: Computer Consultancy
Ref: TCSL/DT20184420865/Hyderabad
Date: 19/09/2019

Ms. Navya Batta
1-35/1Near Bustand,
Gudem Madhavaram,
Kanchikacharala-521181,
Andharapradesh.
Tel# -9182531862

Dear Navya Batta,

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 **₹3,36,875/-** 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.

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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

16-520

Cognizant

28-Jan-2020

Dear Mounika Battula,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024462

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-521

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear B.Sushma Parvathi

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

1648IAU522

LRR TECHNOLOGIES

305,6-3-628/9/3&4, Sainik Apartment, Seshagiri Mansion, Hyderabad, Telangana 500004

Dated: 19-01-2021

Ref. No: 2020-21/59548
Dear Ms. Bollavarapu Nisha

CONDITIONAL OFFER LETTER

Greetings from LRR Technologies Pvt. Ltd.

Further to the discussion you had with us. We are pleased to inform that you have been selected for providing technical support to our customers.

Board Terms and Conditions:

1. You will be provided extensive training for a period of 30 – 45 days. On successful completion you will be assigned to projects.
2. You will be absorbed in company rolls and shall be paid compensation of Rs.2.4/- per annum as Gross Annual Remuneration.
3. This appointment is subject to being found medically fit to take up this Job.
4. You will be required to join duty on or before 1st February 2021, A detailed letter shall be issued to you on your joining.
5. As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome you to LRR Technologies Pvt. Ltd.
For

Senior Manager- Talent Acquisition
LRR Technologies Pvt. Ltd

16-523
16481A0523

HCL TRAINING & STAFFING SERVICES PVT. LTD.
Registered Office: 806, Siddharth, 96 Nehru Place, New Delhi-110019, INDIA
www.hcltss.com

LETTER OF INTENT – HCL TSS TRAINING PROGRAM

Date: 17th November 2020

ADMISSION TO HCL TSS TRAINING PROGRAM

REFERENCE ID – HCL/TSS-VJW/0820/07

Dear Tulasi Siva Sai Nagarjuna Borra,

Address: D no 9-19, Gafoor street, 9th ward, Vuyyuru

HCL Training & Staffing Services Pvt Ltd, (hereinafter referred to as "Company") is pleased to offer you an admission into the **6 months Training Program** commencing on **November 2020** At **HCL TSS, Skill Development Center, RS No.20/3, NH-5, Kesarapalli Village, Gannavaram Mandal, Vijayawada -521102, Andhra Pradesh.**

The **6** months training program comprises Classroom Training that involves job-readiness skills training. Owing to the current circumstances, training may be imparted through online mode or physical mode as per the conditions.
Enrolment to the Training Program is subject to the terms and condition as laid down below:

a) The program fee of **INR 1,77,000 /*- (Program fee Rs. 1,50,000/- + Rs. 27,000/- tax)** is required to be deposited as per one of the below payment modes

Payment schedule	**Amount**
Payment Option 1: Self Payment	
Initial payment (within 3 days of receipt of Offer Letter	INR 35,400/-
Before Training Start	INR 1,41,600/-
Total **(inclusive of taxes)*	INR 1,77,000
Payment Option 2: Bank Loan (Option 1)	
Initial payment (within 3 days of receipt of Offer Letter	INR 35,400/-
Sanction letter and loan disbursement by Bank (within day 45 of CRT)	INR 1,41,600/-
Total **(inclusive of taxes)*	INR 1,77,000
Payment Option 3: Bank Loan (Option 2)	
Initial payment Instalment 1(within 3 days of receipt of Offer Letter)	INR 11,800/-
Initial payment Instalment 2 (Day 15 of CRT)	INR 11,800/-
Initial payment Instalment 3 (Day 45 of CRT)	INR 11,800/-
Sanction letter and loan disbursement by Bank (within day 45 of CRT)	INR 1,41,600/-
Total **(inclusive of taxes)*	INR 1,77,000

16481A0525

Offer: Computer Consultancy
Ref: TCSL/CT20182455672/Hyderabad
Date: 19/09/2019

Ms. Renu Kota Naga Lakshmi Syamala Busam
3-34/1Gangapuram,
Near Mahatmaji Weavers Society,
Polavaram-521162,
Andhra Pradesh.
Tel# 91-8500349404

Dear Renu Kota Naga Lakshmi Syamala Busam,

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 **₹3,36,875/-** 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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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16481A0526

acuvate®

--- where Acumen drives Innovation

OFFER LETTER

Dear Ms. BUSE DIVYA,

24th July, 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 **AIPLC0579158** 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.

L V GLOBAL SOLUTIONS
TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 08-02-2021

Place : Hyderabad

To,

Chakka Vinay,

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 enthusiam 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.2.00 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 **1st April 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

16481A0529

MAPLE Software
Private Limited

APPOINTMENT LETTER

Hyderabad,
24-09-2021.

Greetings!

Dear **Mr. Chatragadda Manilal,**

On behalf of **MAPLE Software Private Limited**, I would like to offer you employment with our company starting from **October 21st, 2020** for the position of **Trainee Software Engineer** and You will initially be based at **Hyderabad.** Your appointment is subject to your being medically fit at all times.

Compensation and Benefits: You will receive compensation of **2,50,000** 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.

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.

We assure you of our support for your professional development and growth.

Please send a signed duplicate copy of this offer letter, expressing your acceptance of the job offer and the terms and conditions of employment. Attached is the agreement letter that you need to sign to confirm your employment terms with our company at the earliest. We look forward to having you as a part of our company.

Regards,

HR Executive,
MAPLE Software Private Limited

16481A0530

Offer: Computer Consultancy
Ref: TCSL/CT20182455643/Hyderabad
Date: 13/09/2019

Ms. Guna Ramya Chekka
8-152Main Road,
Near Hanuman Temple,
Vijayawada-521151,
Andhra Pradesh.
Tel# 91-7569633856

Dear Guna Ramya Chekka,

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 **₹3,36,875/-** 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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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16-531

16-531

HCL TRAINING & STAFFING SERVICES PVT. LTD.
Registered Office: 806, Siddharth, 96 Nehru Place, New Delhi-110019, INDIA
www.hcltss.com

LETTER OF INTENT - HCL TSS TRAINING PROGRAM

Date: 28th July, 2020

ADMISSION TO HCL TSS TRAINING PROGRAM

REFERENCE ID – HCL/TSS-VJW/0720/10

Address : D. No 1-76/1, Harijanawada 1st road, Davajigudem, Gannavaram mandal, Buddavaram

Dear Revathi Chelli,

HCL Training & Staffing Services Pvt Ltd (hereinafter referred to as" HCL" or "Company"), is pleased to offer you an admission into the **Six Months Training Program** commencing tentatively on **July 2020** at **HCL TSS, Skill Development Center, RS No.20/3, NH-5, Kesarapalli Village, Gannavaram Mandal, Vijayawada -521102, Andhra Pradesh.**

The Training Program comprises of Class Room Training that involves job-readiness skills training. Owing to the current circumstances training may be imparted through online mode or physical mode as per the conditions. The Training Program structure and curriculum is as follows:

The Training Program structure and curriculum is as follows:

a) The Training Program consists of classroom sessions, practice labs, online learning, assignments, projects, assessments and incidental training components.
b) The curriculum of the Training Program shall include, but is not limited to, content and activities designed to develop technical, professional and communication skills relevant for entry level roles.
c) The Training Program is an intensive one and would require you to adhere to training schedules on a regular basis. You are expected to adhere to training timings of HCL TSS.

Admission to the Training Program is subject to the terms and conditions as laid down below:

1. You should secure a minimum of 65% marks in graduation examination ((i.e. B.E/B. Tech/ MCA/ M Sc).Your training will begin post declaration of your result.
2. In case there is a delay in your university result due to COVID-19, and the training begins before the final result is declared, your admission shall be subject to you meeting the minimum eligibility criteria. In case you fail to do the same, your admission stands revoked and any fee paid by you shall be refunded by HCL
3. Verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.

HCL TRAINING & STAFFING SERVICES PVT. LTD.
Registered Office: 806, Siddharth, 96 Nehru Place, New Delhi-110019, INDIA
www.hcltss.com

4. The program fee of **INR 1,77,000 /- (Program fee Rs.1,50,000 + Rs. 27,000 tax)** needs to be deposited prior to the commencement of the Training Program. The initial fee of **INR 35,400 /-** to be deposited in the below mentioned account by **31-July-2020** and the remaining amount of **INR 1,41,600 /-** to be deposited before the commencement of the Training Program.

   DD or NEFT Transfer:
   In the Name or credit of **HCL TRAINING & STAFFING SERVICES PRIVATE LIMITED** (Mention in remarks - Provisional Offer Letter Reference ID)
   Account No – 915020029984575
   Bank Name – AXIS BANK LTD
   IFSC Code – UTIB0001788

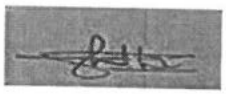
Kindly get in touch with us with your academic and professional documents meeting the above-mentioned criteria on or before August 2020, post which this letter will be Null and Void.

In case of your non-eligibility for the Training Program based on any of the above criteria the token money of INR 35,400 /- will be refunded to you.

The detailed terms and condition of admission to the Training Program will be provided to you prior to the commencement of the Training Program subject to the above stated terms and conditions.

This letter supersedes all past communications on this subject.

With Best Wishes



Srimathi Shivashankar
Program Director

16-532

Gmail

PHANI DIVVELA <phanidivvela165@gmail.com>

Fwd: Letter of Intent - Chennupati Srija - Ref. No.: 9472222

1 message

Chennupati Srija <srijachennupati1999@gmail.com>
To: phanidivvela165@gmail.com

Mon, May 18, 2020 at 9:13 PM

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Tue, 15 Oct 2019 3:40 pm
Subject: Letter of Intent - Chennupati Srija - Ref. No.: 9472222
To: <srijachennupati1999@gmail.com>

Campus - Letter Of Intent

15-Oct-2019

Dear Chennupati Srija,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

Cognizant

16481AD533

28-Jan-2020

Dear Mahendra Chilakalapudi,
B.Tech/B.E., Computer Science & Engineering
Others

Candidate ID – 14024467

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

16-535

Cognizant

28-Jan-2020

Dear Sujith Chinnam,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024468

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : Ch. Sujith

Date: 19/11/2020

16-536

ZenSar

Registered Office :Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi,
Off Nagar Road, Pune 411014, India. Tel. : +91 (20) 66057500, 27004000 Fax : +91 (20) 66057888 CIN: 72200PN1963PLC012621

Dated: 22 /Jun/2020

Dear **Sravani Chinthalapudi,**

We hope that you along with your family are safe and sound at your place!

Please be noted that this is your revised offer letter herein under, with the revised terms and conditions, and the "offer letter" dated **29/Oct/2019** issued to you earlier stands withdrawn unconditionally.

New terms and conditions of this offer are as follows:

1. You are requested to join the organization on **06/Jul/2020** .You are required to join on **06/Jul/2020** and the offer stands withdrawn thereafter unless the date is extended or communicated in writing.

2. You will be working from home initially from the date of your joining till further orders in this regard. While working from home, you will be paid for the expenses incurred on Internet connection, utilized purely for the official purpose and as per company policy.

3. Any business travel expenses incurred by you, will be borne by the company as per the company's business travel policy, by producing the necessary receipts and prior approvals from your manager, you will have to claim such expenses via Concur.

4. Though you will be working from home, however, for all legal and a practical purpose your base location will be Hyderabad.

5. Your training will be for a period of 3 months beginning from your date of joining, **06/Jul/2020** During the period of your training you will be designated as Project Trainee. During this entire training period, you will be paid a stipend of **Rs. 10,000/– Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.

6.. From time to time and on completion of your training as a Project Trainee, the Company shall conduct tests/ assessment and asses your performance and depending on the business need and requirement, at the discretion of the Company you may thereafter be deployed as a Junior Software Engineer.

7.The Company reserve a right to terminate your services in case you fail to satisfactorily perform/pass the test(s) / complete the given assignments conducted by the Company as per the guidelines laid by the Company.

8. During the last week of your training period as a Project Trainee, Company will inform in writing to you whether it wishes to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company in case Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.

16-536

ZenSar

Registered Office :Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi,
Off Nagar Road, Pune 411014, India. Tel. : +91 (20) 66057500, 27004000 Fax : +91 (20) 66057888 CIN: 72200PN1963PLC012621

Ref: 59196

Date: 06/Nov/2020

To,

Sravani Chinthalapudi,
59196

Sub: Offer of Employment

Dear Sravani,

This is with reference to the offer letter dated **22/Jun/2020.**

As you have successfully completed your training and have passed the test conducted by the Company, we are pleased to offer you the role of **Jr. Software Engineer** at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

You will be onboarded on the designated role from **31/Oct/2020,** and your 'Annual Compensation' is attached herewith as in Annexure – A. The terms and conditions of employment are in Annexure-B and shall supersede the terms and conditions mentioned in the offer letter dated **22/Jun/2020.**

Annexure -D is towards Undertaking for two years.

Although you are allowed to work from anywhere / from your home at this point of time, you can be required to physically report to any locations of Zensar across India and rendered your services accordingly.

For all legal and practical purposes, your place of employment shall be **Hyderabad DLF Cyber City, 1st, 8th & 9th Floor, Block 3, Plot No: 129-132, APHB Colony, DLF Cyber City, Indira Nagar, Gachibowli, Hyderabad, Telangana - 500032** and based on this, all statutory compliances with regard to your employment, shall be done by Zensar".

Please confirm your acceptance of this offer by signing and returning the duplicate attached.

Yours Sincerely,

For Zensar Technologies Limited

Sanjeeva Maithani
Associate Vice President - HR

Encl: Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)
Annexure – D (Undertaking)

Registered Office :Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi,
Off Nagar Road, Pune 411014, India. Tel. : +91 (20) 66057500, 27004000 Fax : +91 (20) 66057888 CIN: 72200PN1963PLC012621

Annexure - A

Name: **Sravani Chinthalapudi**

Designation: **Jr. Software Engineer**

Location: **Hyderabad**

Component	Annual Gross (INR)	Description
Basic	192000	Base salary component.
Customized Allowance Pool*	79725	This is used towards HRA / CLA, LTA, and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	**287725**	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Annual Gross Compensation	**320000**	

16481A0537

Zibew Ecommerce Services Pvt Ltd

Date: August 17, 2020

OFFER LETTER

Dear Chirigiri Sri Naga Devi Prasanna,

This is with reference to your application and the subsequent interview you had with us. We are pleased to extend our offer of employment and to welcome you as a member of our Company. We are very impressed with your accomplishments so far and believe you will make an excellent addition to our staff fraternity at **Zibew**. As such we are pleased to offer you the position of **Trainee – Software Engineer** and you will be reporting to the Manager or to whosoever the Company deems fit to be your supervisor.

You will be on internship for the first six months. Performance will be evaluated on a monthly basis. Company reserves the right to terminate the internship if performance is found unsatisfactory at any point with a notice period of 1 week. Placement offer will be made based on cumulative performance at the end of six months.

Your internship period starts from 1st **September 2020.** You will be based at our office in **"Hyderabad".**

Your will be paid a stipend amount of Rs. 8,000 (Rupees Eight Thousand) per month during the internship period, and it will be revised after internship period with CTC of 2.4 LPA.

The Company reserves the right to immediately termination without notice, if the information provided by you during the selection process is found to be in-correct or for ethical reasons. All clauses of confidentiality, IP and non disclosure will be applicable during the period of internship.

We are enthusiastic about your candidacy for this critical position here at **Zibew.** We see you as an extremely important person to the phenomenal success of **Zibew.** Everyone who has had the opportunity of meeting you, shares this enthusiasm. As a result, we are eagerly looking forward to having you on board very soon.

Sincerely,
For Zibew E-Commerce Services Pvt Ltd

Jhansi Klalasani

HR Manager

Development Centre: 4th floor, Cyber Hub, Janardhan Hills, Gachibowli, Hyderabad-500032

Email:info@Zibew.com, Mobile: 9000155291

16-538

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear C.Monica Chowdary

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

16481A0539

Offer: Computer Consultancy
Ref: TCSL/DT20184420854/Hyderabad
Date: 13/09/2019

Ms. Kiran Deepthi Dindi
Dr. No. 34-5-112nd Street,
Gandhi Nagar,
Mandapeta-533308,
Andhra Pradesh.
Tel# 91-8317647899

Dear Kiran Deepthi Dindi,

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 **₹3,36,875/-** 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 &

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

16481A0540

UNISOFT®
INNOVATION QUALITY SERVICE

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. Dagani Haritha,

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 **27th March 2022.** 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 31st 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. Your 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

16481A0541

Offer: Computer Consultancy
Ref: TCSL/CT20182455613/Hyderabad
Date: 13/09/2019

Ms. Lavanya Desu
2/30/1Peerlachavedi Veedi,
Zendachettu,
Kavali-524201,
Andhrapradesh.
Tel# 91-9740855889

Dear Lavanya Desu,

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 **`3,36,875/-** 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 &

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

16481A0542

Offer: Computer Consultancy
Ref: TCSL/CT20182455655/Hyderabad
Date: 19/09/2019

Mr. Kondala Rao Devarampati
2-340Rajaka,
Jammulapalem,
Ongole-523274,
Andhra Pradesh/Seemandra.
Tel# 91-6300243837

Dear Kondala Rao Devarampati,

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 **₹3,36,875/-** 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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Tel: 91 40 666 / 2000 Fax: 91 40 666 / 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

Cognizant

28-Jan-2020

Dear Navya Dhadi,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024421

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-544

Gmail

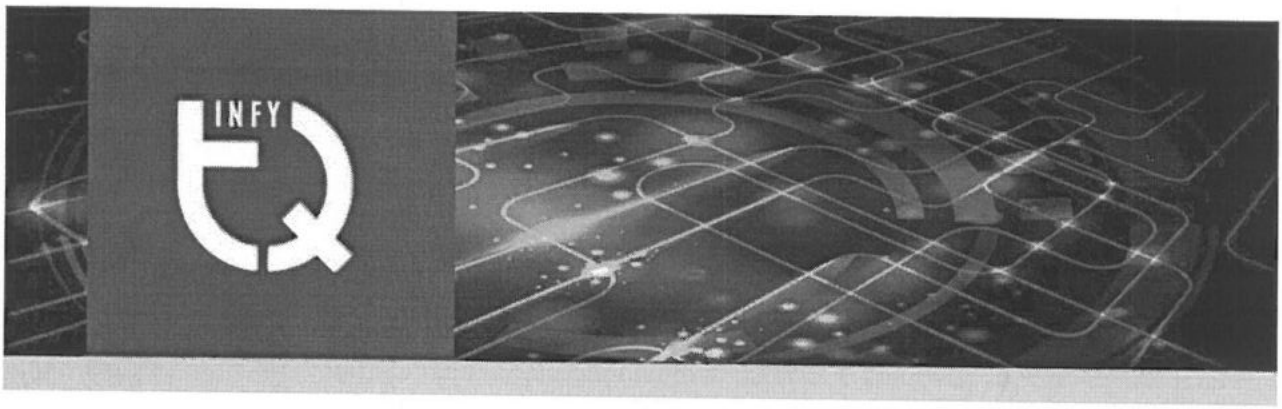
Phani Deep Divvela <deepudivvela24@gmail.com>

Infosys Certification: Congratulations! You have won a PPI for SES role!

2 messages

infytq@infosys.com <infytq@infosys.com>
To: deepudivvela24@gmail.com

Tue, Aug 13, 2019 at 5:28 PM



Dear Phanideep,

Congratulations! You have won a pre-placement interview with Infosys for System Engineer Specialist role.

Evaluation for InfyTQ upgrade test has been completed. We are happy to inform you that you are among the top scorers in the upgrade test.

System Engineer Specialist is a niche entry-level technical role at Infosys that entails working with cutting-edge technologies and a constant focus on helping our clients navigate to the next in their digital transformation journey. We believe you have the skills required for this role and hope that you will make the most of this opportunity.

You will soon receive the details (date, time and venue) of the interview. In case of any query, please get in touch with us through the placement office of your college/institute/university.

We look forward to interacting with you and welcoming you into Infosys family.

All the best!

Warm regards,

Team InfyTQ



Phani Deep Divvela <deepudivvela24@gmail.com>
To: kamma.harshitha99@gmail.com

Sat, Aug 24, 2019 at 10:54 AM

[Quoted text hidden]

4 attachments

image001.jpg
53K

16-544

Infosys®
Navigate your next

HRD/3B/20-21/1000261223

October 19, 2020

Mr. Phani Deep Divvela
Candidate ID: 1000261223
No.6-70
Behind ramalayam temple, komerapudi
Sattenapalli - 522438
India

Ph: (91) 9505395305

Dear Phani Deep,

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

Company Confidential - This communication is confidential between you and Infosys Limited.

1648IA0545

TECHWARE SOLUTION

Date: 08-12-2020.
To: DUSANAPUDI SAI LAKSHMI PRASANNA

OFFER OF EMPLOYMENT

Dear Sai Lakshmi Prasanna,

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 enthusiam 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.

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 04-01-2021

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

16481A0547

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

March 15, 2021

To

Ms. Estala Baby,

With reference to your interview dated 8th Feb 2021, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010718.

Your joining date is confirmed at 15th March 2021.

- You are entitled to a CTC of 25550 per month 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,

16481A0548

Offer: Computer Consultancy
Ref: TCSL/CT20182455610/Hyderabad
Date: 13/09/2019

Mr. Sai Krishna Chaitanya Gabbita
21/418-1,Bhaskarapuram,MachilipatnamBhaskarapuram,
Pump House Road,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9440732408

Dear Sai Krishna Chaitanya Gabbita,

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 **₹3,36,875/-** 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 &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

16481A0556

Infopark Software Technologies

Date: 04-02-2021

To: GAJULA TARUN BALAJI

OFFER OF EMPLOYMENT

Dear

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.

On your joining will be required to undergo Process Training for a period of 10 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 INFOPARK SOFTWARE TECHNOLOGIES as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 15-02-2021

We look forward to a mutually rewarding relationship.

Thanking you,

INFOPARK SOFTWARE TECHNOLOGIES

HR MANAGER

III Floor, Sailok Complex, M.G. Road, Labbipet, VIJAYAWADA-520010

16481A0551

iBASE Solutions

Dated : 07-11-2020

Ref. No: 2020-21/11/1271
Dear Ms. Galla Teja

CONDITIONAL OFFER LETTER

Greetings from i Base Solutions.

We are pleased to offer you "Web Development Engineer" at "i Base Solutions" starting from 21st November 2020. During this period, you will be reporting to selected representative of the company for the due responsibilities mentioned on the Joining Date.

Terms & Conditions:

You will be compensated 19,000/- per month. You will be paid in accordance with the Company's normal payroll practices.
You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. In addition to the duties that were outlined during your work, you shall perform such other duties as are customarily associated with such position and as the CEO, or its authorized representative may ask for from time to time require.

Please note that your work with the company constitutes "at-will" employment. This means, that our employment relationship may be terminated at any point of time subject to your performance.

To indicate your acceptance, please acknowledge this email with your consent.

With Best Wishes,

S. Sindhu

Sindhu Sathavelli
HR Manager

16481A0552.

Offer: Computer Consultancy
Ref: TCSL/DT20184420877/Hyderabad
Date: 23/09/2019

Ms. Swarna Latha Ganji
Gf3, 241 BlockYsr Colony,
Jakkampudi,
Vijayawada-520010,
Ap.
Tel# 91-7382901045

Dear Swarna Latha Ganji,

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 **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** 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 &

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

16481A0553

LRR TECHNOLOGIES

305,6-3-628/9/3&4, Sainik Apartment, Seshagiri Mansion, Hyderabad, Telangana 500004

Dated: 19-01-2021

Ref. No: 2020-21/59563

Dear Ms. Garapati Rukmini Prasanna.

CONDITIONAL OFFER LETTER

Greetings from LRR Technologies Pvt. Ltd.

Further to the discussion you had with us. We are pleased to inform that you have been selected for providing technical support to our customers.

Board Terms and Conditions:

6. You will be provided extensive training for a period of 30 – 45 days. On successful completion you will be assigned to projects.
7. You will be absorbed in company rolls and shall be paid compensation of Rs.2.4/- per annum as Gross Annual Remuneration.
8. This appointment is subject to being found medically fit to take up this Job.
9. You will be required to join duty on or before 1st February 2021, A detailed letter shall be issued to you on your joining.
10. As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome you to LRR Technologies Pvt. Ltd.

For

Senior Manager- Talent Acquisition
LRR Technologies Pvt. Ltd

16481A0554

TECHWARE SOLUTION

Date: 08-12-2020.
To: GARLAPATI BALU NITIN CHANDRA

OFFER OF EMPLOYMENT

Dear Balu Nitin Chandra,

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 enthusiam 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.

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 04-01-2021

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

16-555

apps associates

Letter of Employment

Strictly Confidential

Date: 04th January, 2021

Dear Vyshnavi Durga Getta,

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.

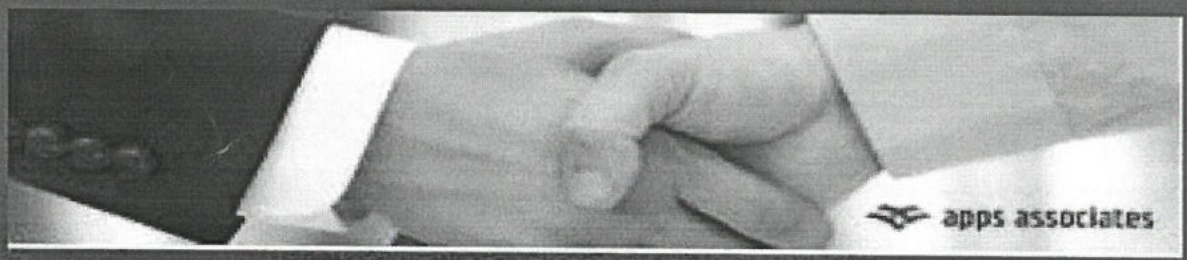
We welcome you to **Apps Global family** and look forward to a long and fruitful association.

Yours Sincerely,
For Apps Associates (I) Private Limited

Chandru Muthukkaruppan
Vice President – GDC Business Operations

Apps Associates (I) Pvt. Ltd.
1-3-23/2, Street No.4, Habsiguda, Hyderabad - 500 007
Voice: 91-40-30212601; Fax: 91-40-30212706

16-555



WELCOME TO APPS ASSOCIATES

LETTER OF INTENT

Dear GETTA VYSHNAVI DURGA,

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 400,000 /- (Four Lakhs only) per annum
- You will be under the probation for a period of 1 year and you need to give 2 years of commitment.
- 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 [illegible]

Regards,

Talent Acquisition Team

EXTREME EXPERTISE

16-555

apps associates

Apps Associates (I) Private Limited

Pay Slip for the Month of January 2021

EMPCODE	: 1980	**PF NO**	:
EMPNAME	: Vyshnavi Durga Getta	**STDDAYS**	: 28.00
DESIGNATION	: Associate Trainee	**WRKDAYS**	: 31.00
DOJ	: 04/01/2021	**LOP DAYS**	: 0.00
BUSINESS UNIT	: 6020 - Human Resources	**BANK NAME**	: HDFC Bank
PAN	: CPGPG7815C	**ACCOUNT NO**	: 50100362942791
UAN	:	**LOP REVERSAL DAYS**	: 0.0000

EARNINGS	AMOUNT	YTD	DEDUCTIONS	AMOUNT	YTD
BASIC PAY	9,694.00	9,694.00	PROVIDENT FUND	1,800.00	1,800.00
HRA	3,878.00	3,878.00	PROFESSIONAL TAX	200.00	200.00
SPECIAL ALLOWANCE	10,664.00	10,664.00			
GROSS EARNINGS	**24,236.00**	**24,236.00**	**GROSS DEDUCTION**	**2,000.00**	**2,000.00**

NET PAY : 22,236.00

REIMBURSEMENTS	AMOUNT	YTD
LTA	0.00	0.00
PDR	0.00	0.00
TELEPHONE	0.00	0.00
GIFT COUPON	0.00	0.00
INTERNET REIMBURSEMENT	452.00	452.00
TOTAL REIMBURSEMENT	**452.00**	**452.00**

NET TRANSFER : 22,688.00

IN WORDS : Rupees Twenty-Two Thousand Six Hundred and Eighty-Eight Only

This is a computer generated document, hence no signature is required above salary is processed by ADP on behalf of Apps Associates.

Dear Nani Babu Ghantasala,

Thank you for demonstrating commitment and focus during the past year. Your annual target compensation has been revised to Rs. **373897** with effect from **01/07/2022**. The details of your revised compensation has been enclosed in Annexure.

We look forward to your active contribution in HCL's journey toward our shared goals and a rewarding future ahead.

All other terms and conditions of your employment remain unchanged.

Sincerely,

ANAND BIRJE
LOB HEAD

KIRAN SUBHASH NADGIR
LOB HR HEAD

Letter Release Date :- 22/10/2022

Employee Ecode:-51930938

Note: All dates are in DD/MM/YYYY format

16-537

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 20-Mar-2021

GOBHIDESHI GANGADHAR
C9318521

D . No 6-3-582/3, Gandhi Tata Nagar, Khairatabad, Hyderabad, 500004

8639668610

Dear **GOBHIDESHI GANGADHAR,**

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.

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.

16-559

Offer: Computer Consultancy
Ref: TCSL/DT20184425886/Hyderabad
Date: 19/09/2019

Ms. Deepika Rani Gokavarapu
1-543-12-11b, Yanadhi Colony, Bypass Road,
Near Shadhi Kana,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9505121639

Dear Deepika Rani Gokavarapu,

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.

Based on your performance in TCS Flagship Contest and the subsequent interviews, we are pleased to make you a differential offer. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,024/-** 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 &

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

16-559

Ref: TCSL/DT20184425886/1321748/Hyderabad
Date: 08 July 2020

MS. DEEPIKA RANI GOKAVARAPU
1-543-12-11b, Yanadhi Colony, Bypass Road null,
Near Shadhi Kana, Gudivada,
Andhra Pradesh-521301.
Tel# 919985346654

Sub: Joining Letter

Dear Ms. Deepika Rani Gokavarapu,

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 July 2020** and your training location is **Hyderabad** . We are pleased to inform you that your work location is **HYDERABAD** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Limited,
Q City Building, B Block, 7th Floor, Survey No: 10 & 11, Q City Road,,
Financial District, Nanakram Guda, Hyderabad, Telangana.,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Ramakanth Kotla
Phone: 08309205219
Email Id: ramakanth.kotla@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

16-560

Cognizant

28-Jan-2020

Dear Naga Babu Goli,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024417

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

16481A0582

acuvate®
--- where Acumen drives Innovation

OFFER LETTER

Dear Mr. Gonuguntla Saida Rao,

24th July, 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 **AIPLC057622** 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.

acuvate®
--- where Acumen drives Innovation

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,

Cameron

CEO, Acuvate Innovations Private Limited

16563

16-563

Cognizant

28-Jan-2020

Dear Hema Goriparthi,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024483

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-564

Letter of Intent - Sairam Gudimetla - Ref. No.: 9472511

1 message

<careers@wipro.com>
To: sairamgudimetla111@gmail.com

Tue, Oct 15, 2019 at 3:43 PM

Campus - Letter Of Intent

15-Oct-2019

Dear Sairam Gudimetla,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

16481A0563

Offer: Computer Consultancy
Ref: TCSL/CT20182465811/Hyderabad
Date: 13/09/2019

Mr. Balaji Satya Sekhar Gullapalli
5-22Sivalayam Road,
Kurumaddali,
Pamarru-521157,
Andhra Pradesh.
Tel# 91-6303340168

Dear Balaji Satya Sekhar Gullapalli,

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 **₹3,36,875/-** 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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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16481A0567

Payslip
DEC 2022

TATA CONSULTANCY SERVICES

MR. SAREEN GUNDABATHINI

Employee Details		Payment & Leave Details		Location Details	
Emp No.	2235204	Bank Name	ICICI Bank	Location	Adibatla Unit 2
Grade	C1Y UAN 101715372773	Acc No.	112001515336	Base Br.	TCS - HYDERABAD
PAN	MZEPS4653Q	Days paid	31	Depute Br.	TCS - Hyderabad
		Leave Balance	EL 12.00 SL 9.55 CL 2.75	WON/ SWON	2844849

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		14,800.00	Provident Fund	1,776.00
House Rent Allowance		7,400.00	Professional Tax	200.00
Leave Travel Allowance		1,233.00	Labour Welfare	2.00
Miscellaneous		910.00	TCS Welfare Trust	250.00
City Allowance		1,100.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		27,143.00	Total Deductions	2,228.00

Retirals as on Month end	
Provident Fund*	28,991.00

Net Pay (INR)	24,915.00

*Inclusive of provisional interest and in PF balance displayed above, Non Repayable withdrawals processed after 25th of the month are not adjusted.

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,08,225.00	Net Tax Income p/q	2,33,801.00	80C	21,296.00
Deductions under Sec 16	52,090.00	Total Tax Payable		80D	1,038.00
Chapter VIA relief	22,334.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

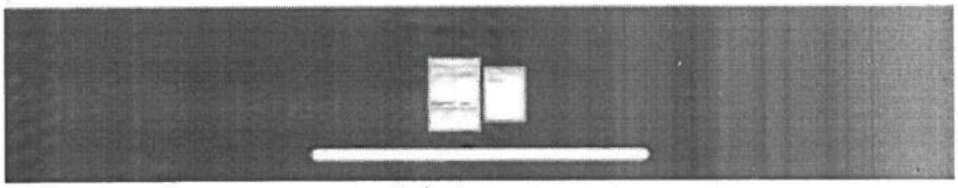
Payslip generated on : 30-Dec-2022 06:19:57

Emp No. 2235204 Additional Salary Details - DEC 2022

Investment Description				Exemption Considered*	
PF Contribution	21,296.00				
80D-Medical Premium	1,038.00				

Misc Breakup

Component Description	Amount
Internet Expense Reimbursement	410.00
Food Card adjustment	500.00
Total	910.00



Cognizant 16-569

29-Jun-2020

Dear Mounika Jangam,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385540

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16481A0569

cognizant

Cognizant Technology Solutions India Private Ltd

Payslip for the month of Dec 2022

Financial Period 2022-2023

Private & Confidential

Associate Information			
Ms. Mounika Jangam			
Associate Id	927580	Location	DLF (DLF) Block 2 & 3 SEZ
Designation	Programmer Analyst	PAN	BSxxxxxx3H
Gender	Female	Bank A/C	xxxxxxxxx5345
Date Of Joining	27-Mar-2021	ESI Number	
PF A/C	TN/MAS/31309/1859335	Status	Salary Credited
UAN	101675508433	Available Calendar Days	31
SA Policy No	-	Paid Days	31
SA LIC ID	-	Loss of Pay Days	0

Earnings	Amount	Deductions	Amount
Basic	12,100	ProfessionTax	200
House Rent Allowance	7,260	Provident Fund-Employee Contribution	1,800
Conveyance Allowance	800	TDS	0
Medical Allowance	1,250		
Special Allowance	9,352		
Advance Statutory Bonus	2,000		
(A) Total Earnings	**32,762**	**(B) Total Deduction**	**2,000**

Net Salary = (A) - (B)	**30,762**

Attested

16481A0570

Offer: Computer Consultancy
Ref: TCSL/CT20182457328/Hyderabad
Date: 13/09/2019

Ms. Bhavani Jannu
1/81Pathuru Street,
Chinnapuram,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9642516630

Dear Bhavani Jannu,

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 **₹3,36,875/-** 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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1648IAD572

Legato
Health Technologies

Employment Agreement

January 17th,2022
Naga Phaneendra Jonna
Hyderabad

Dear Naga Phaneendra Jonna,

Congratulations! Welcome to Legato Health Technologies LLP **("Legato")**.

The purpose of this employment agreement ("**Agreement**") is to confirm the terms and conditions of our offer of employment to you. Your employment will be subject to the terms and conditions contained herein and in addition, will be governed in accordance with key employment and related policies of Legato.

1. Date of Commencement/ Job Title

(a) Your employment with Legato shall commence on ***January 17th,2022*** as **Associate Software Engineer**, based out of the below mentioned work location.

- **Primary Work Location:** Phoenix Avance Business Hub, Hyderabad
- **Temporary Work Location:** Tower 9 , GAR Corporation PVT LTD, Hyderabad

(b) Legato reserves the right to re-designate or revise your position or work description or work location at any time without stating any reason by a written notice to you.

(c) Legato has the sole discretion to modify the nature of your duties and powers as it may deem appropriate without assigning any reason and you will be expected to undertake all responsibilities that may be assigned to you by Legato at any time.

(d) The nature of your employment will be "at will" and no fixed period of employment in Legato is applicable to you. You or Legato may terminate your employment as per the provisions contained herein.

(e) Your employment with Legato is conditioned on the satisfactory clearance of background check(s) conducted on you. In the event Legato is not satisfied with the results of the background check(s), Legato will be entitled to terminate your employment forthwith.

(f) Legato may at any time transfer, second, depute or assign your services to any affiliated companies, successor in interest or other division/branch of Legato as it may deem necessary solely at the discretion of Legato and for such period of time that Legato deems appropriate.

2. Full Time Employment:

(a) You will be a full time employee of Legato and you shall devote yourself exclusively to the business of Legato. You will not engage yourself anywhere in any work, profession, trade, employment or

16481AD572

Legato
Health Technologies

Annexure – A

Break-up of Salary

Salary Component	Amount per month (INR)	Amount per annum (INR)
Basic Salary	15500	186000
HRA	6200	74400
LTA	0	0
Special Allowance	11857	142280
Gross Salary	33557	402680
Employer's contribution to PF	1860	22320
Total Fixed Pay	35417	425000
Variable Pay	-	-
Cost to Company (CTC)		**425000**

Note:

Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.
As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment which will be over and above your CTC.
Transport deduction is applicable only for associates working in general shifts
Shift Allowance payable based on the shift timing (except general shift)
Medical Insurance cover will be provided as per company policy
Personal accident and Term Life Insurance Insurance cover will be provided as per company policy
Employee State Insurance (ESI) deduction applicable as per ESI Act 1948

Naga Phaneendra Jonna

Signature

January 17th,2022

16481AD573

Letter of Intent - Saideep Jonnalagadda - Ref. No.: 9222292

1 message

<careers@wipro.com> Wed, 4 Mar, 2020 at 1:11 am
To: saideepjonnalagadda1@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

March 04, 2020

Dear Saideep Jonnalagadda,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

1648IAD573

Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR	: FEBRUARY 2022	ATTD	: 28/28
EMPCODE	: 20204330	PF NO.	: PYBOM00113940001627255
NAME	: SAIDEEP JONNALAGADDA		
GENDER	: MALE		
DESIGNATION	: Project Engineer		
LOCATION	: HYDERABAD	UAN NO.	: 101676037836
MODE	: BANK	A/c No.	: HDFC - xxxxxxxxxx2152
		NETPAY	: 21895

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11670.00	0.00	MEDPREM	292.00
BONUS	2334.00	0.00	PF	1800.00
GRPALLW	4849.00	0.00	PT	200.00
HRA	5835.00	0.00	WCC	501.00
TOTAL:	24688.00	0.00	TOTAL	2793.00

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)

16481A0574

Offer: Computer Consultancy
Ref: TCSL/CT20182464685/Hyderabad
Date: 19/09/2019

Ms. Lavanya Kadiyala
1-518Station Road,
Pedavadlapudi,
Mangalagiri-522302,
Andhra Pradesh.
Tel# 91-9110534875

Dear Lavanya Kadiyala,

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 **₹3,36,875/-** 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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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16481A0575

www.nalinsoft.com

NALINSOFT

APPOINTMENT ORDER

March 15, 2021

To

Ms. Kagitha Naga Lakshmi,

With reference to your interview dated 8th Feb 2021, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010727.

Your joining date is confirmed at 15th March 2021.

- You are entitled to a CTC of 25550 per month 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,

16-576

Letter of Intent - Kale Harini - Ref. No.: 9315948

1 message

<careers@wipro.com>
To: hari.reddy641@gmail.com
Cc: manager.campus@wipro.com

Tue, 10 Dec, 2019 at 9:38 AM

Campus - Letter Of Intent

December 09, 2019

Dear Kale Harini,

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 the 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
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Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

16481A0577

Offer: Computer Consultancy
Ref: TCSL/CT20182470563/Hyderabad
Date: 23/09/2019

Mr. Sai Rajanikanth Kalipatnapu
28/52Samavari Street,
Pataramanna Pet,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9908730242

Dear Sai Rajanikanth Kalipatnapu,

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 **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** 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.

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

16481A0578

DHUNIS

INNOVATION
For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Ms. KALLAM VASMINI

APPOINTMENT LETTER

Dear **Ms. Vasmini,**

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.

1648 IA0579

TechIndya
Delivering True Value-added Services

Name : KUMBHAMPATI RADHA SAHITI
Employee Id : TISE5001769

10 APRIL 2022

Dear Ms. Radha Sahiti,

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.

16-580

TECHNOVERT

26 Nov 2019,
Hyderabad

Letter of Intent

Dear Harshitha Kamma,

It was pleasure interacting with you during our interview process. We believe that we can give a great start to your career and groom you into a valuable asset for **Technovert Solutions Pvt Ltd**. We are pleased to issue this offer at **Technovert** to play the role of a **Intern**. While the interview process allowed us to get a brief glimpse of your capabilities, we believe we have an environment that can bring out the best in you. We look forward to work with you at the earliest.

1. You are required to join us on **02 Dec, 2019** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.

2. You will be based at our company located at our office in **Hyderabad** but 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.

3. During internship of **6 Months** you would be entitled to receive a stipend of **INR 15,020/- PerMonth** calculated as Cost to Company.

4. The first two months would be a training period for you. 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.

5. On successful completion of the **Internship and probation**, you will be appraised of your performance and salary would be revised. It will be **INR Rs. 4,00,000/-** per annum based on your performance during probation.

6. You shall be eligible for promotions and increments based on your performance and contributions to the Company as per the review and appraisal policies of the company.

7. You will be entitled to leaves and holidays as per the Policy of the company.

8. Please confirm your acceptance of the offer by responding to this offer within two days from the date of receipt of this letter.

We welcome you to Technovert and look forward to a long and mutually beneficial association.

For Technovert Solutions Pvt Ltd.

Mindtree
A Larsen & Toubro Group Company

1648140581

Date:31-Oct-2019

To

Teja Phani Krishna Kanneganti
BHUBANESWAR

Dear Teja Phani Krishna Kanneganti,

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 competency Level 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 65% 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 are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

K.Phani
Kanneganti Teja Phani Krishna (Nov 1, 2019)

Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059
T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com

Candidate No: TN/80012405/19

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Teja Phani Krishna Kanneganti

Competency : 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	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	**308,004**
Bonus**	42,000
Annual Cost to Company	**350,004**

*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.Phani

Kanneganti Teja Phani Krishna (Nov 1, 2019)

16481A0583

UNISOFT®
INNOVATION QUALITY SERVICE

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. Kanukollu Geetika,

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 **27th March 2022.** 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 31st 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. Your 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

16481A0584

iBASE Solutions

Dated : 07-11-2020

Ref. No: 2020-21/11/1258
Dear Mr. Kanulla Phanendra Pardha Saradhi

CONDITIONAL OFFER LETTER

Greetings from i Base Solutions.

We are pleased to offer you "Web Development Engineer" at "i Base Solutions" starting from 21st November 2020. During this period, you will be reporting to selected representative of the company for the due responsibilities mentioned on the Joining Date.

Terms & Conditions:

You will be compensated 19,000/- per month. You will be paid in accordance with the Company's normal payroll practices.
You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. In addition to the duties that were outlined during your work, you shall perform such other duties as are customarily associated with such position and as the CEO, or its authorized representative may ask for from time to time require.

Please note that your work with the company constitutes "at-will" employment. This means, that our employment relationship may be terminated at any point of time subject to your performance.

To indicate your acceptance, please acknowledge this email with your consent.

With Best Wishes,

S. Sindhu

Sindhu Sathavelli
HR Manager

acuvate®
--- where Acumen drives Innovation

OFFER LETTER

24th July, 2022

Dear Mr. Kanumuri Akhil,

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 **AIPLC057628** 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,

Cameron

CEO, Acuvate Innovations Private Limited

16481A0586

Zibew Ecommerce Services Pvt Ltd

Date: August 17, 2020

OFFER LETTER

Dear Karapathi Madhavi,

This is with reference to your application and the subsequent interview you had with us. We are pleased to extend our offer of employment and to welcome you as a member of our Company. We are very impressed with your accomplishments so far and believe you will make an excellent addition to our staff fraternity at **Zibew**. As such we are pleased to offer you the position of **Trainee – Software Engineer** and you will be reporting to the Manager or to whosoever the Company deems fit to be your supervisor.

You will be on internship for the first six months. Performance will be evaluated on a monthly basis. Company reserves the right to terminate the internship if performance is found unsatisfactory at any point with a notice period of 1 week. Placement offer will be made based on cumulative performance at the end of six months.

Your internship period starts from 1st **September 2020.** You will be based at our office in **"Hyderabad".**

Your will be paid a stipend amount of Rs. 8,000 (Rupees Eight Thousand) per month during the internship period, and it will be revised after internship period with CTC of 2.4 LPA.

The Company reserves the right to immediately termination without notice, if the information provided by you during the selection process is found to be in-correct or for ethical reasons. All clauses of confidentiality, IP and non disclosure will be applicable during the period of internship.

We are enthusiastic about your candidacy for this critical position here at **Zibew.** We see you as an extremely important person to the phenomenal success of **Zibew.** Everyone who has had the opportunity of meeting you, shares this enthusiasm. As a result, we are eagerly looking forward to having you on board very soon.

Sincerely,
For Zibew E-Commerce Services Pvt Ltd

Jhansi Klalasani

HR Manager

Development Centre: 4th floor, Cyber Hub, Janardhan Hills, Gachibowli, Hyderabad-500032

Email:info@Zibew.com, Mobile: 9000155291

16-588

L V GLOBAL SOLUTIONS
TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 25-01-2021

Place : Hyderabad

To,

Mr. Kasibhotla Pradeep Sarma,

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 enthusiam 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 **2nd February 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

DocuSign Envelope ID: C156C825-5BE8-4F97-A3EB-A0B64C187F9B

NTT DATA Information Processing Services Private Limited
Block 2, 2nd Floor, D7
Plot No. 123, EPIP Phase II, Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000

NTT DATA Services

16481AD589

Date: May 11,2022

NARESH BABU KATABATHUNI
BANGALORE
INDIA

LETTER OF APPOINTMENT

Dear **NARESH**,

Congratulations! We have pleasure in making an offer to you for the post of **Services IT Development Program Senior Associate I-BANGALORE.** We expect you to join the company on or before **May 11,2022.** You will be a part of the NTT DATA Information Processing Services Private Limited, ("NTT DATA") legal entity.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential. You can look forward to the same when you join us!

The other terms & conditions of your service are attached in the annexures.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over to the relevant authority on the day of joining.

Regards,
SUMANTH HC

NTT DATA

ocuSign Envelope ID: C156C825-5BE8-4F97-A3EB-A0B64C187F9B

Annexure - A

Compensation and Benefits			
Name	**NARESH BABU KATABATHUNI**		
Designation	***Services IT Development Program Senior Associate I***	Grade	***4***
Joining Date	***May 11,2022***	Location	***BANGALORE***
Fixed Compensation (A)			
Group 1		**Monthly (₹)**	**Annual (₹)**
Basic Salary		₹ 10,000	₹ 120,000
Group 2 (Allowances)			
The Flexible Compensation Plan (FCP) includes:		₹ 13,319	₹ 159,831
. House Rent Allowance			
. Leave Travel Allowance			
. Children Education Allowance			
. Children Hostel Allowance			
. Professional Development Allowance			
. Meal Pass			
. National Pension Scheme			
. Fuel & Maintenance*			
. Special Allowance			
Group 3 (Retirals)			
Provident Fund (12% of Basic Salary) Employer's Contribution		₹ 1,200	₹ 14,400
Gratuity (4.8% of Basic Salary as per the provisions of the payment of Gratuity Act 1972).		₹ 481	₹ 5,769
Total Fixed Compensation (Group 1 +Group 2+Group 3)		**₹ 25,000**	**₹ 300,000**
Variable Compensation (B)		PEP	
Annual potential discretionary variable incentive**		Min	Maximum
		0%	10.00%
		₹ -	₹ 30,000
Annual earning potential including fixed compensation		**₹ 300,000**	**₹ 330,000**
Additional Benefits (C)			
Employer Contribution towards Employee Health Insurance (GMC)***		₹	8,000
Remote working allowance****		₹	24,000
Annual total benefits Cost		₹	**32,000**
Total Compensation(Maximum cost to the company)		₹	**362,000**

Confidential

PAYSLIP FOR THE MONTH OF DEC 2022

NTT DATA	Employee ID.	10349444	Name	Naresh Katabathuni
	Base Location	Dell Bus Proc.Sol.Ind: Bangalo	Designation	Services IT Dev. Program Sr. Associate I
	PAN	EOTPB4045F	PF Account	TNAMB0048353
	UAN			

Days Paid	31	Bank Name	HDFC BANK		Bank A/C No	50100488630025		Hired Date	04/02/2022
Days-Arrears +/-		O/S Salary Adv		O/S Housing Adv		O/S Disc Adv		Balance I-tax	

Earnings	Current Month	Arrears(Rs.)	Year To Date	Deductions	Current Month	Arrears(Rs.)	Year To Date
Basic Salary	10,800.00		77,574.19	Provident Fund	1,800.00		15,840.00
Special Allowance	14,385.60		103,328.83	Prof Tax - split period	200.00		1,600.00
Remote Work Allowance	800.00		8,800.00	Emp. Welfare Deduction	100.00		900.00
Shift Premium	2,750.00	1,750.00	36,000.00	Ee ESI contribution			1,147.00
Stipend-Trainee			15,870.97				
Bonus –PBB			5,478.00				
Total	28,735.60	1,750.00	247,051.99	Total	2,100.00		19,487.00

Net Pay of Rs. 28,386.00 (Rupees Twenty-eightThousandThreeHundredEighty-six Only) Credited into your bank account.

16481AD589

16481A0590

Innominds

Innominds Software Private Limited,
Registered Office: Survey No.185,
6th Floor, kalajothi Building,
Kondapur Village, Serilingampally Mandal,
Hyderabad - 500 084, Ranga Reddy District,
Date: -13/05/2021 Telangana,
Tel +91 (040) 46126700
CIN U72200TG2000PTC034013

EMP_ID: 10744
Megharaj Katragadda
House No: 21-17/1-14, PV Krishna Rao Street, Madhuranagar, Vijayawada, Andhra Pradesh 520011.

December 6, 2021

Dear Megharaj,

Sub: Appointment as "Trainee - Quality Engineering"

With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Trainee - Quality Engineering** in our organization on the following terms and conditions.

1. Your CTC (Cost to the Company) will be **Rs.240000/-**(Rupees Two Lakhs Forty Thousand Only) per annum inclusive of all allowances. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.

2. In addition to oral/written instructions, office orders, you will be governed by the rules regulations, terms and conditions and such other practices, systems policies and procedures of the company as set out in General Terms and Conditions attached hereto, unless otherwise specifically stated.

3. You will be on probation for a period of three months from the date of your joining. Confirmation of your probation will purely based on your performance and other behavioral aspects during the probation period. However, it can be further extended upon completion of three months, at the discretion of the management which shall be informed to you along with the reasons. During the probation period or the extended period of probation, you may be discharged from the company's services at any time with 15 days prior notice by either party. The company does not encourage adjusting notice period against either leaves or forfeiture of salary.

4. This appointment is valid subject to your furnishing the documents as per Check List, at the time of joining.

5. Your appointment is effective from your date of joining i.e. December 6, 2021.

General Terms and Conditions

1. Correctness of the information provided in the Application for Employment.
Your Appointment order is being made on the basis of the information and details given by you in application for employment. If at any time, any information or detail given by you is found incorrect or false, your services will be liable for termination without any notice, salary in lieu of notice or compensation.

2. Place of posting and assignment.
Your place of posting is at Innominds Software, Hyderabad. You are liable to be transferred to any place of business of the company as existing /operating presently or acquired later in any part of India or abroad at any time. You are also liable to be deputed to any work or assigned the work of any Associate/sister concerns, subsidiaries or any other companies/concerns/organizations/ firms with whom the company may make such arrangement or agreement.

1648/AUS 11

MAPLE Software
Private Limited

APPOINTMENT LETTER

Hyderabad,
24-09-2021.

Greetings!

Dear **Mr. Katta Venkata Krishna,**

On behalf of **MAPLE Software Private Limited,** I would like to offer you employment with our company starting from **October 21st, 2020** for the position of **Trainee Software Engineer** and You will initially be based at **Hyderabad.** Your appointment is subject to your being medically fit at all times.

Compensation and Benefits: You will receive compensation of **2,50,000** 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.

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.

We assure you of our support for your professional development and growth.

Please send a signed duplicate copy of this offer letter, expressing your acceptance of the job offer and the terms and conditions of employment. Attached is the agreement letter that you need to sign to confirm your employment terms with our company at the earliest. We look forward to having you as a part of our company.

Regards,

HR Executive,
MAPLE Software Private Limited

16481A0592

TechIndya
Delivering True Value-added Services

Name : KAZA CHARITHA SAI
Employee Id : TISE5001726

10 APRIL 2022

Dear Ms. Charitha Sai,

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.

16481A0595

Offer: Computer Consultancy
Ref: TCSL/CT20182456825/Hyderabad
Date: 13/09/2019

Ms. Sree Swathi Kolasani
18-313a1Pedayerukapadu,
Opp Ranga Statue,
Gudivada-521301,
Andhra Pradesh.
Tel# -

Dear Sree Swathi Kolasani,

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 **₹3,36,875/-** 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 &

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

Infosys Limited, Bangalore

Salary Slip for the month of December 2022

Name : Samuel Epaenet Kolaventi
Designation : Systems Engineer

Employee No	1200670	PF No	PY/BOM/10088/545580
Location	HYD-SEZ	UAN	101681272960
Personal Level	3	Bank A/C No	007601575830

Total Payable Work days	India	Overseas	LOP	Secondment
31.00	31.00	0.00	0.00	0.00

(Amount in ₹)

Earnings			Deductions		
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
Basic Salary	15,000.00	135,000.00	PF Contribution	1,800.00	16,200.00
House Rent Allowance	1,791.00	16,119.00	Professional Tax	200.00	1,800.00
Medical Allowance	1,120.00	10,080.00	LWF Contribution	2.00	2.00
Transport Allowance	447.00	4,023.00	Infosys Welfare Trust	250.00	2,250.00
Leave Travel Allowance	1,120.00	10,080.00	Health Insurance Premium	0.00	8,468.00
BonusExgratia-AdvancePmt	2,850.00	25,650.00			
TPI Incentive	1,250.00	11,250.00			
Total	23,578.00	212,202.00	Total	2,252.00	28,720.00
			Net Pay	21,326.00	183,482.00

EPS No.PY/BOM/10088/1998508

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16-598

Aptroid Consulting (India) PVT. LTD.

Contingency Offer Letter

December 13, 2019

Mounica Kolukula,
H.No:14-5, Polavarapu Peta,
Bank Street, Pedana,
Andhra Pradesh-521366

Dear **Kolukula,**

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 you 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,

Lalitha . V

Lalitha V Chowdary
Sr.Manager - HR & Operations

Date of Joining:

Mounica Kolukula
Date:

Encl: Required Documents List

SALARY STRUCTURE

Designation : Software Trainee

Skill Level/ Grade: RC 4-3/ Team Member

CTC Per Annum	**300,000**
Peformance Incentive	
Meal Card Opt-in +	**No**

Base Per Month MBC + Retirals	Base per Annum ABC + Retirals
25000	300,000

! Components in Salary structure are indicative and as applicable at this point of time. Components within base compensation might change. However, there won't be any change in the sub totals of base compenstion, incentive and total of CTC.
+ Meal Card (food coupons) applicable at this point of time for those monthly base compensation is equal or higher than INR 50,000 PM at their option. It is part of the CTC.

Additional benefits and not part of CTC and applicable as per company policy

!Components	Monthly	Annual
Basic	10,000	120,000
HRA	4,000	48,000
Special Allowance	8,486	101,832
Exgratia	833	9,996
Meal Card +	-	-
Base Compensation (MBC / ABC)	**23,319**	**279,828**
PF Company contribution		14,400
ESI		-
Gratuity		5,772
Retirals Total		20,172
Gross Salary (base comp - meal card)	**23,319**	**300,000**
Less PF Employee Contribution	1,200	
Less Professional Tax	200	
Less ESI	FALSE	
TDS*		
*Based on your investments		
Net Salary	**21,919**	
! Base (BC + Retirals)	**25,000**	**300,000**

Benefits

# Policy	Entitlement	Coverage-(INR)
Mediclaim – Health Insurance	You, Your Spouse & Your Children	300,000
Personal Accident Insurance	You	200,000
Life Insurance	You	559,656

16481A0597

LRR TECHNOLOGIES

305,6-3-628/9/3&4, Sainik Apartment, Seshagiri Mansion, Hyderabad, Telangana 500004

Dated: 19-01-2021

Ref. No: 2020-21/59587
Dear Mr. Kommuri Ravi Sekhar

CONDITIONAL OFFER LETTER

Greetings from LRR Technologies Pvt. Ltd.

Further to the discussion you had with us. We are pleased to inform that you have been selected for providing technical support to our customers.

Board Terms and Conditions:

11. You will be provided extensive training for a period of 30 – 45 days. On successful completion you will be assigned to projects.
12. You will be absorbed in company rolls and shall be paid compensation of Rs.2.4/- per annum as Gross Annual Remuneration.
13. This appointment is subject to being found medically fit to take up this Job.
14. You will be required to join duty on or before 1st February 2021, A detailed letter shall be issued to you on your joining.
15. As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome you to LRR Technologies Pvt. Ltd.
For

Senior Manager- Talent Acquisition
LRR Technologies Pvt. Ltd

16481A05A0

Scientific Erevna Pvt Ltd

Plot No: 97, 2nd Floor, Ayyappa Society, Madhapur,
Hyderabad-500081, Telangana, India, CIN: U72900TG2019PTC131375, Ph: 9515406385

Payslip for The Month of November 2022

Name	Konala Prudhvi	Employee No	SE066
Date of Joing Date	2-Sep-21	Bank Name	IDFC Bank
Designation	Program Coordinator	Bank Account No.	10096989847
Location	Hyderabad	UAN No	101843114781
Total Working Days	30	Effective Work Days	13
		LOP	17

Earnings	Amount	Deductions	Amount
Basic	2,600	Professional Tax	200.00
HRA	1,040	PF	312.00
Conveyance	390	ESI	49.00
Medical allowance	390	Other Deductions	1,500.00
Special allowance	2,080		
Incentive	25,436.00		
Arrears			
Total Earnings: Rs.	**31,936.00**	**Total Deductions: Rs.**	**2,061.00**
Net Pay for the month(Total Earnings - Total Deductions)			**29,875.00**

(Rupees Twenty Nine Thousand Eight Hundred Seventy Five only)

For Scientific Erevna Pvt Ltd

Authorized signatory

This is computer generated payslip and doest not require signature.

1648/A03A1

meltag

OFFER LETTER

04 August 2020

Ref: 2020-21/643/MASE896

Dear Ms. Konatham Geethika

We would like to congratulate you on being selected for the designation of "Assistant Software Engineer" at Hyderabad. We would happily invite you to be a valuable member of the team, who consistently achieve good result and deliver all the upcoming expectations of our organization.

Your reporting date is 01 September 2020.

Regards,

HR Manager

Meltag Companys Pvt.Ltd

http://meltag.com

WIPRO LIMITED

MONTH/YEAR	: JUNE 2022	ATTD	: 30/30
EMPCODE	: 20184403	PF NO.	: PYBOM00113940001618942
NAME	: KONETI PAVAN KALYAN	GENDER	: MALE
DESIGNATION	: Project Engineer		
LOCATION	: BANGALORE	UAN NO.	: 101645586880
MODE	: BANK	A/c No.	: ICICI - xxxxxxxx0070
		NETPAY	: 29147

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	15000.00	0.00	MEDPREM	292.00
BONUS	3000.00	0.00	PF	1800.00
GRPALLW	5939.00	0.00	PT	200.00
HRA	7500.00	0.00		
TOTAL:	31439.00	0.00	TOTAL	2292.00

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.
*MEDPREM - Monthly Medical Insurance Premium for Self and/or Family (Spouse)

16480AD5A4

1648)A05A5

www.nalinsoft.com

NALINSOFT

APPOINTMENT ORDER

March 15, 2021

To

Ms. Kongara Latha,

With reference to your interview dated 8th Feb 2021, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010745.

Your joining date is confirmed at 15th March 2021.

- You are entitled to a CTC of 25550 per month 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,

16-5A6

CYBERPWN
EMPOWERING CYBER RESILIENCE

25th November, 2022

Mr. Konijeti Yaswantha Nagarjuna
1-110, Ananthavaram, Guntur,
Andhra Pradesh – 522301.

Offer Letter

Dear Mr. Nagarjuna,

This is in reference to the interview you had with us. **5Sec Cyberpwn Technology Pvt. Ltd.** is pleased to extend you an offer for the post of **'Trainee – Next Gen Digital – Product Engineering'** in our Company subject to the following terms and conditions.

1. COMPENSATION

Your all-inclusive annual compensation will be **INR 3,00,000/-** (Three Lacs Rupees only) and will be reviewed annually based on your performance during the period.

2. LOCATION

You will be based at our **Bangalore Office.** You may be transferred to any of Cyberpwn India's associated companies, client's locations, third parties, or branch offices, on deputation, secondment, or transfer.

We are looking forward to your joining the 5Sec Cyberpwn Technologies Pvt. Ltd as soon as possible and by no later than **5th December, 2022**. To accept this offer, kindly return a signed copy of this offer letter at the above mention date with signed copies and a copy of your resignation letter.

3. PROBATION PERIOD

This employment engages you in probationary employment for **6 months** prior to becoming a regular employee. Failure to qualify as a regular employee within the probationary period shall result in a written notice of termination of employment and termination without entitlement to any notice and without assigning any reason for such termination. After 6 months' probation period, if no performance concern is pending in the interim, your employment status will be changed to a regular employee." During probation, either party are required to give a notice period of **one month** prior to termination of employment. After confirmation, either party can terminate this appointment by giving written notice of not less than **two months** to the other. Upon completion of **6 months'** probation period, you are required to sign an employment bond of **two years**.

The Company reserves the right to pay or recover salary in lieu of notice period. Further, in appropriate cases at the discretion of the Company, the Company may relieve you from an earlier date without any liability to pay compensation for the unexpired notice period.

16481A05B0

iBASE Solutions

Dated : 07-11-2020

Ref. No: 2020-21/11/1267
Dear Ms. Kosanam Pujitha

CONDITIONAL OFFER LETTER

Greetings from i Base Solutions.

We are pleased to offer you "Web Development Engineer" at "i Base Solutions" starting from 21st November 2020. During this period, you will be reporting to selected representative of the company for the due responsibilities mentioned on the Joining Date.

Terms & Conditions:

You will be compensated 19,000/- per month. You will be paid in accordance with the Company's normal payroll practices.
You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. In addition to the duties that were outlined during your work, you shall perform such other duties as are customarily associated with such position and as the CEO, or its authorized representative may ask for from time to time require.

Please note that your work with the company constitutes "at-will" employment. This means, that our employment relationship may be terminated at any point of time subject to your performance.

To indicate your acceptance, please acknowledge this email with your consent.

With Best Wishes,

S. Sindhu

Sindhu Sathavelli
HR Manager

164P1A05B1

Dated: 22 /Jun/2020

Dear **Kothamasu GeethaMahitha,**

We hope that you along with your family are safe and sound at your place! .

Please be noted that this is your revised offer letter herein under, with the revised terms and conditions, and the "offer letter" dated **29/Oct/2019** issued to you earlier stands withdrawn unconditionally.

New terms and conditions of this offer are as follows:

1. You are requested to join the organization on **06/Jul/2020** .You are required to join on **06/Jul/2020** and the offer stands withdrawn thereafter unless the date is extended or communicated in writing.

2. You will be working from home initially from the date of your joining till further orders in this regard. While working from home, you will be paid for the expenses incurred on Internet connection, utilized purely for the official purpose and as per company policy.

3. Any business travel expenses incurred by you, will be borne by the company as per the company's business travel policy, by producing the necessary receipts and prior approvals from your manager, you will have to claim such expenses via Concur.

4. Though you will be working from home, however, for all legal and a practical purpose your base location will be Hyderabad.

5. Your training will be for a period of 3 months beginning from your date of joining, **06/Jul/2020** During the period of your training you will be designated as Project Trainee. During this entire training period, you will be paid a stipend of **Rs. 10,000/– Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.

6.. From time to time and on completion of your training as a Project Trainee, the Company shall conduct tests/ assessment and asses your performance and depending on the business need and requirement, at the discretion of the Company you may thereafter be deployed as a Junior Software Engineer.

7.The Company reserve a right to terminate your services in case you fail to satisfactorily perform/pass the test(s) / complete the given assignments conducted by the Company as per the guidelines laid by the Company.

8. During the last week of your training period as a Project Trainee, Company will inform in writing to you whether it wishes to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company in case Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.

9.On successful completion of training as a Project Trainee, if the Management decides to engage you as an employee, you will be **issued** a separate appointment letter. and deployed as a **Junior Software Engineer** for a period of three (3) years which will include the **Probation Period** of **12 months** post training period. During and after the completion of your probation period, if your services are not found satisfactory on any count, the Management shall have a right to terminate the same forthwith. In that case no notice and or notice pay will be given to you.

10. During your stint as Junior Software Engineer, you will be paid a gross compensation of **Rs. 1.96 Lacs Per Annum (Rupees One Lakh Ninety-Six Thousand only)** subject to Income Tax and other statutory deductions at

1040/MUSB2

TECHWARE®
SOLUTION

Date: 08-12-2020.
To: KOWTHARAPU KAVITHA

OFFER OF EMPLOYMENT

Dear Kavitha,

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 enthusiam 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.

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 04-01-2021

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

16481A05B4

Zibew Ecommerce Services Pvt Ltd

Date: August 17, 2020

OFFER LETTER

Dear Kundeti Niharika,

This is with reference to your application and the subsequent interview you had with us. We are pleased to extend our offer of employment and to welcome you as a member of our Company. We are very impressed with your accomplishments so far and believe you will make an excellent addition to our staff fraternity at **Zibew**. As such we are pleased to offer you the position of **Trainee – Software Engineer** and you will be reporting to the Manager or to whosoever the Company deems fit to be your supervisor.

You will be on internship for the first six months. Performance will be evaluated on a monthly basis. Company reserves the right to terminate the internship if performance is found unsatisfactory at any point with a notice period of 1 week. Placement offer will be made based on cumulative performance at the end of six months.

Your internship period starts from 1st **September 2020.** You will be based at our office in **"Hyderabad".**

Your will be paid a stipend amount of Rs. 8,000 (Rupees Eight Thousand) per month during the internship period, and it will be revised after internship period with CTC of 2.4 LPA.

The Company reserves the right to immediately termination without notice, if the information provided by you during the selection process is found to be in-correct or for ethical reasons. All clauses of confidentiality, IP and non disclosure will be applicable during the period of internship.

We are enthusiastic about your candidacy for this critical position here at **Zibew.** We see you as an extremely important person to the phenomenal success of **Zibew.** Everyone who has had the opportunity of meeting you, shares this enthusiasm. As a result, we are eagerly looking forward to having you on board very soon.

Sincerely,
For Zibew E-Commerce Services Pvt Ltd

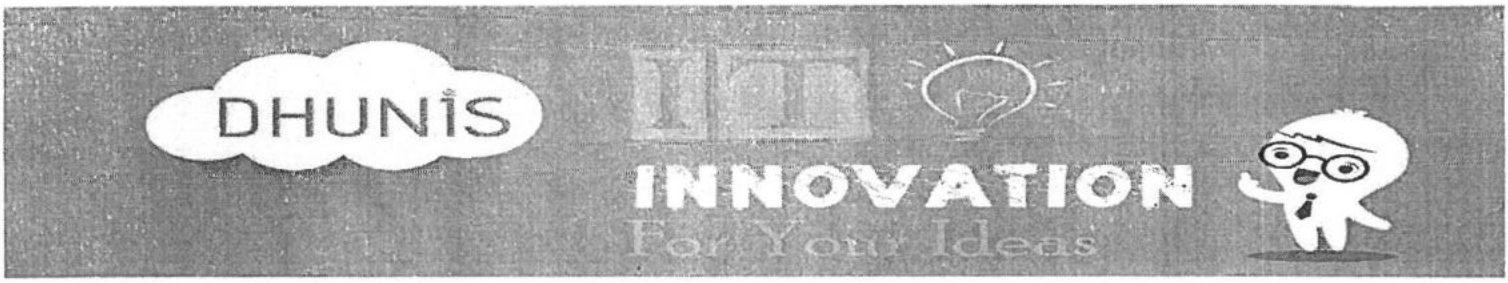
Jhansi Klalasani

HR Manager

Development Centre: 4th floor, Cyber Hub, Janardhan Hills, Gachibowli, Hyderabad-500032

Email:info@Zibew.com, Mobile: 9000155291

16481A05B5.



STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Mr. LANKA BALA VAMSI

APPOINTMENT LETTER

Dear **Mr. Bala Vamsi,**

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.

16-587

EMPLOYMENT OFFER

Date: 24th November 2020

Dear Ms. Maddala Anuja,

After your Interview, we are pleased to inform you that you have been selected for the post of **Trainee Software Engineer** at our organization.We are pleased to extend our offer of employment and to welcome you as a member of our Company. We are very impressed with your accomplishments so far and believe you will make an excellent addition to our staff fraternity at **i Prism**. As such we are pleased to offer you the position of **Trainee – Software Engineer** and you will be reporting to the Manager or to whosoever the Company deems fit to be your supervisor.

Terms and Conditions:

15. Your reporting date is 3rd **December 2020.** Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
16. You will be under an employment contract of 2 years (24 Months).
17. You will submit all the original certificates of your graduation to the company.
18. Your compensation will be as follows:
    ***0-6 months*- Trainee S/W Engineer-20,514.00 per month, *7-18 months*- S/W Engineer- 1-22,000 per month, *19-30 months*- S/W Engineer- 2-24,000 per month, *From 31st month*- Technical Consultant-27,000 per month**
19. 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 2,00,000 towards the training expenses company would have incurred.
20. The working hours of the office are Monday to Saturday 9:00 AM to 6:00 PM.
21. 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,

Komal V B

Manager- Recruitment

: iPrism Technologies Pvt Ltd.
Rd No. 3, Near Apollo Hospital, Jubilee Hills, Hyderabad 500033.

16-581

iPrism Technologies Pvt Ltd.
Rd No. 3, Near Apollo Hospital, Jubilee Hills, Hyderabad 500033.

Pay Slip for the month January-2021

Employee Name	: Maddala Anuja	PF account number	:
Employee ID	: iPT2019034659	Bank Account Number	: xxxxxxxx9752
Designation	: Trainee-Software Engineer	PR Account Number (PRAN)	:

Earnings	Amount	Deductions	Gross Salary
Basic Pay	14,600.00	Employees' EPF Deduction	864.00
HRA_GDO	3,400.00	Employers' EPF Deduction	864.00
Conveyance Allowance	1,300.00	Employee Esi Deduction @ 0.75%_GDO	81.00
Employer Contribution to PF @12%_GDO	864.00	Employer's ESI 3.25%_GDO	350.00
Employer Contribution to ESI@3.25%_GDO	350.00		
Total Earnings	20,514.00	Total Deductions	2,159.00
		Net Amount	18,355.00

Amount (in words):
INR Nine Thousand Eight Hundred Forty and Eleven paisa Only

for iPrism Technologies Pvt Ltd

Authorised Signatory

16-5B8

efftronics®
To provide insight for enhancing wealth

EFFTRONICS SYSTEMS PVT. LTD.
40-15-9, Brundavan Colony, Vijayawada-520 010, AP, INDIA
✆ : +91 (866) 246-6675, 249-3375, Fax: +91 (866) 247-4097
e-mail: info@efftronics.com Website: www.efftronics.com

EFF/HRD/20-21/OFF-RD/103 **8-JAN-20**

To,

MS MADDHA GRACE ANGEL,
D/O MADDHA RAJU,
D NO: 10/5,
GOWRISANKAR PURAM,
GUDIVADA,
KRISHNA DISTRICT-521301,
ANDHRA PRADESH.



Dear MS MADDHA GRACE ANGEL,

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 (Software Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on First Week of **June 2020(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

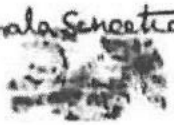
(BHAVANI SANKAR T)
VICE-PRESIDENT

Verified By
Madhavip

Mfrs: Networking Data Loggers and LED Displays *Developers: Embedded Systems, Software*



M Raju K.Kamala Sreeta M.Grace Angel


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.

Verified By

Madhavip

M. Raju



K. Kamala Suneetha



M. Grace Angel



16-5B9

L V GLOBAL SOLUTIONS

TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 08-02-2021

Place : Hyderabad

To,

Maddineedi Srinivasa 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 enthusiam 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.2.00 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 **1st April 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

16-500

TalentPro®
People Resource Solutions

21-Jul-2020

Name :Ms. Leela SahithiMaddula
Location :Bangalore

Dear Leela Sahithi,

It gives us immense pleasure in inviting you to join TalentPro as one of its valuable associates. You will be deputed in **Jr. Executive MDM** at our client.

Your position will carry a NET of **Rs. 12,000 /-** per month.

Your employment with us will be for a period of 12 months from **21-July-2020** you will be reviewed post one year & the contract extension will be extended based on your performance notwithstanding the above, your appointment shall be co-terminus with the arrangement as between TalentPro and its Client to which you are to be deputed, in which case your appointment is liable to be terminated with Forty Five Days' notice period.

We would prefer you to join us on or before **21-July-2020** A formal appointment letter will be issued to you subsequent to your joining our organization and we will require you to submit various documents for our records.

We are confident that you will contribute to the organization and its goals and add value through your roles. Please sign your acceptance of this offer on the duplicate copy of this offer letter.

Once again, welcome to TalentPro!

Sincerely,

For **TalentPro India HR Pvt. Ltd**

Manager – Staffing

Dennis Daniel

TalentPro®
People Resource Solutions

ANNEXURE

Components	Amount	Per Annum
Basic	13115.00	157380
St. Bonus	562.00	6744
Gross	**13677.00**	**164124**
PF	1705.00	20460
ESIC	445.00	5340
CTC	**15827.00**	**189924**
EPF	1574.00	18888
EESIC	103.00	1236
Total Deduction	1677.00	20124
Net Take Home	**12000.00**	**144000**

For **TalentPro India HR Pvt. Ltd**



Manager – Staffing

Dennis Daniel

I accept the offer and will be joining on:

Name : Maddula Leela Sahithi

Signature :M.Leela Sahithi

Date :21-07-2020

16-563

Offer: Computer Consultancy
Ref: TCSL/CT20192662331/Hyderabad
Date: 13/09/2019

Ms. Ramya Mamidibathula
15/411-12aEdepalli,
Near Bypass Road,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-7382426707

Dear Ramya Mamidibathula,

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 **₹3,36,875/-** 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 &

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

Gmail perumalla harsha vardhan <harshavardhanp79@gmail.com>

Fwd: Letter of Intent - Pranati Mareddy - Ref. No.: 9472191

1 message

Pranati Mareddy <pranatimareddy1234@gmail.com> Mon, May 18, 2020 at 9:29 PM
To: harshavardhanp79@gmail.com

---------- Forwarded message ---------
From: **Pranati Mareddy** <pranatimareddy1234@gmail.com>
Date: Tue, 15 Oct 2019 at 19:46
Subject: Fwd: Letter of Intent - Pranati Mareddy - Ref. No.: 9472191
To: Chandra Sekhar <sekhar2718@gmail.com>, <Bala0579@gmail.com>

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Tue, 15 Oct 2019, 15:43
Subject: Letter of Intent - Pranati Mareddy - Ref. No.: 9472191
To: <pranatimareddy1234@gmail.com>

Campus - Letter Of Intent

15-Oct-2019

Dear Pranati Mareddy,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

16-5C6

Gmail

perumalla harsha vardhan <harshavardhanp79@gmail.com>

Fwd: Infosys Update On Your Date of Joining

1 message

praneetha marthi <praneethamarthi@gmail.com> Mon, May 18, 2020 at 12:30 PM
To: harshavardhanp79@gmail.com

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Tue, Apr 14, 2020, 09:44
Subject: Infosys Update On Your Date of Joining
To: praneethamarthi@gmail.com <praneethamarthi@gmail.com>

Dear Marthi V S S N Lakshmi Praneetha,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

16481A05C7

ValueLabs

ValueLabs LLP
Plot # 41, HITEC City, Phase II, Madhapur, Hyderabad - 500 081, India
Phone: +91-40-6623-9000, Fax: +91-40-6623-9100

www.valuelabs.com

Date: 30th June, 2019

To,
M. Naga Sekhar Reddy
H.No 8-28, Vinayaka Swami Gudi Bazar
Guttikonda, Pidugurallu.

Provisional offer of Employment

Dear M. Naga Sekhar Reddy,

It gives us immense pleasure in inviting you to join ValueLabs 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 happy that you are one such employee joining us in our effort to create a truly global corporation.

You will be designated as "Software Engineer" your position will carry the following structure of compensation value:

a) From the date of joining till the completion of **one (1) year** of service, the CTC will be 4.5 Lakh **per annum**,
b) Upon completion of **one (1) year of service** from the date of joining, the CTC will be revised to 5 Lakh **per annum**,
c) Upon completion of **two (2) years of service** from the date of joining, the CTC will be revised to 7 Lakh **per annum**,
d) Upon completion of **three (3) years** of service from the date of joining, the CTC revision will be subject to your performance and appraisals, as per the organization policies.

The total salary being paid by the Company shall include all elements/components of Gross compensation package, given in any form i.e. in cash or kind. We will give you the break-up of salary separately at the time of joining.

You designated date of joining would be 18th May, 20 request you to send the acceptance within two working days after receiving the offer.

Please note that this offer and your employment at ValueLabs shall be contingent upon satisfactory reference and background checks that may be conducted at any time from the date of this offer and shall include but is not limited to education, employment history etc.

Your association and employment at ValueLabs will be governed by various employee related policies and guidelines of the organization, as modified from time to time and by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization. We are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

The above mentioned salary structure and the revisions contained therein are subject to the sole discretion of the organization, upon due evaluation and consideration of your conduct and performance as an employee.

Sincerely,

For Valuelabs LLP,

Authorized Signatory

M. Naga Sekhar

Scanned by CamScanner

16481A05C8

TechIndya
Delivering True Value- added Services

Name : MEER SHABBIR ALI
Employee Id : TISE5001764

10 APRIL 2022

Dear Mr. Shabbir Ali,

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.

16-509

Gmail

ramana meesala <meesalaramana01@gmail.com>

Welcome to Infosys !

3 messages

Infosys Campus Recruitment <Infosys_CR@infosys.com>
To: "meesalaramana01@gmail.com" <meesalaramana01@gmail.com>

Mon, Oct 14, 2019 at 6:45 PM

Infosys
Navigate your next

Dear Ramana Meesala,

Thank you for participating in our recruitment process.

We are delighted to inform that Infosys would like to extend an Offer of Employment to you for the role of a Systems Engineer Specialist.

Details of the Offer of Employment are:

Role on offer – Systems Engineer Specialist

Compensation – INR 5 Lakhs per annum

You will soon hear from us regarding the next steps of the process, followed by a formal email with the Offer of Employment. In case of any query regarding your offer, please reach out to your regional recruiter through your placement office or write to us directly at offer_update@infosys.com.

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.

We would love to see you become a part of the Infosys family.

Warm regards,

Talent Acquisition

Infosys

Copyright © 2019 Infosys Limited

ramana meesala <meesalaramana01@gmail.com>
To: Infosys Campus Recruitment <Infosys_CR@infosys.com>

Mon, Oct 14, 2019 at 8:01 PM

I accept this offer.
[Quoted text hidden]

image001.jpg

16-5Do

MAPLE Software
Private Limited

APPOINTMENT LETTER

Hyderabad,
24-09-2021.

Greetings!

Dear **Mr. Meesaragandla Ajay,**

On behalf of **MAPLE Software Private Limited**, I would like to offer you employment with our company starting from **October 21st, 2020** for the position of **Trainee Software Engineer** and You will initially be based at **Hyderabad.** Your appointment is subject to your being medically fit at all times.

Compensation and Benefits: You will receive compensation of **2,50,000** 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.

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.

We assure you of our support for your professional development and growth.

Please send a signed duplicate copy of this offer letter, expressing your acceptance of the job offer and the terms and conditions of employment. Attached is the agreement letter that you need to sign to confirm your employment terms with our company at the earliest. We look forward to having you as a part of our company.

Regards,

HR Executive,
MAPLE Software Private Limited

16-5D1

Offer: Computer Consultancy
Ref: TCSL/CT20182460751/Hyderabad
Date: 23/09/2019

Mr. Gopi Krishna Merugumala
3-28,Pedapalaparru ,Mudinepalli Mandal ,Krishna(Dt)Pedapalaparru,
Pedapalaparru,
Pedapalaparru-521323,
Andhrapradesh.
Tel# -

Dear Gopi Krishna 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 assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** 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 &

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

16-502

Cognizant

28-Jan-2020

Dear Ramya Mikkilineni,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024540

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-503

TechM - Submit your Application Form

resume

E

ECampusTechM_doNotReply@t... 28 Jan

to me

Dear NASREEN MOHAMMAD,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

16481A05D6

Offer: Computer Consultancy
Ref: TCSL/CT20182457248/Hyderabad
Date: 13/09/2019

Ms. Manasa Morla
Dno:9/1-2Godugupet,
Sankaramatam,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-8523848848

Dear Manasa Morla,

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 **₹3,36,875/-** 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 &

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

acuvate®

... where Acumen drives Innovation

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

16-5D7

Cognizant

28-Jan-2020

Dear Triveni Morla,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024517

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-529

Cognizant

28-Jan-2020

Dear Sireesha Sai Moturi,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024518

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Sireesha Sai Moturi **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
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*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

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 Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "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. ESI Eligible Wages 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. Earned ESI Wages: 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 Contribution 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 pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

16-5EO

Gmail

perumalla harsha vardhan <harshavardhanp79@gmail.com>

Fwd: TechM - Submit your Application Form

1 message

mourya punk <mouryapunk31@gmail.com> Mon, May 18, 2020 at 10:07 PM
To: harshavardhanp79@gmail.com

---------- Forwarded message ---------
From: <ECampusTechM_doNotReply@techmahindra.com>
Date: Tue 28 Jan, 2020, 12:37 PM
Subject: TechM - Submit your Application Form
To: <MOURYAPUNK31@gmail.com>

Dear MOURYATEJA MUCHARLA,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

==========
========== 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://tim.techmahindra.com/tim/disclaimer.html internally within TechMahindra. ==========
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16-5t2

Cognizant

28-Jan-2020

Dear Surendra Munaga,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024520

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16481A05E4

Legato
An Anthem Company Health Technologies

29-Sep-2020

Parasuram Munnangi
Vijayawada

Reg: Offer of employment

Dear **Parasuram,**

We are pleased to offer you the position of **Associate Software Engineer** at **Legato Health Technologies LLP** and your work location will be **Hyderabad - GAR-T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 325,000 (Three Lakh Twenty Five Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

A one-time joining bonus of **INR 25,000/- (Twenty Five Thousand Rupees Only)** will be paid to you on the first regular pay cycle administratively feasible following your employment with Legato and is subject to all applicable withholdings. In the event you decide to resign from Legato within a year of your start date, you agree to unconditionally reimburse Legato the full amount of the joining bonus on your last working day with Legato or alternatively, Legato will be entitled, in accordance with applicable law, to adjust the joining bonus from the full and final settlement due to you and you expressly agree to the same.

You will be on probation with Legato for a period of nine (9) months from the date of commencement of your employment. Post the probation period you will automatically be deemed to be confirmed, if your performance during the Probation Period is considered satisfactory by Legato. The decision for confirmation or termination post the probation period will be final by the company.

During the Probation Period, you and Legato shall both have the right to unilaterally terminate your employment upon providing two (2) weeks' prior written notice or payment in lieu thereof.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence from your effective date of joining in **01-Oct-2020**. The exact date of onboarding will be communicated to you a month prior to your joining date. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Parasuram Munnangi
Date:

Legato
An Apollo Company
Health Technologies

Annexure – A

Associate Name: Parasuram Munnangi		
Designation: Associate Software Engineer		
Component	**Per Annum (INR)**	**Per Month (INR)**
Basic Salary	186,000	15,500
HRA	74,400	6,200
Special Allowance	42,280	3,523
Gross Salary	**302,680**	**25,223**
Employer's contribution to PF	22,320	1,860
Total Fixed Pay	325,000	27,083
Cost to Company (CTC)	**325,000**	**27,083**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Parasuram Munnangi
Date:

16-5E5

L V GLOBAL SOLUTIONS
TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 25-01-2021

Place : Hyderabad

To,

Ms. Mutyala Sripriya,

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 enthusiam 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 **2nd February 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

16-5E6

Fwd: TechM - Submit your Application Form

1 message

madhuri mylavarapu <madhurim4442@gmail.com> Tue 19 May, 2020 at 9:13 AM
To: harshavardhanp79@gmail.com

--------- Forwarded message --------
From: **madhuri mylavarapu** <madhurim4442@gmail.com>
Date: Sat, Feb 15, 2020, 12:26 PM
Subject: Fwd: TechM - Submit your Application Form
To: <Mdnasreen112@gmail.com>

-------- Forwarded message --------
From: <ECampusTechM_doNotReply@techmahindra.com>
Date: Tue, Jan 28, 2020, 12:39 PM
Subject: TechM - Submit your Application Form
To: <madhurim4442@gmail.com>

Dear MADHURI MYLAVARAPU,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

16481A05E8

UNISOFT®
INNOVATION QUALITY SERVICE

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Mr. Naladi Hitesh,

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 **27th 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 31st 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. Your 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

16-5E9

wipro

APPOINTMENT LETTER

23 Jun, 2020

Dear **Sai Krishna Nandamuri**,

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,

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.06.23 17:49:47 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

9474445

ANNEXURE III

SALARY OFFER SHEET

Name : Sai Krishna Nandamuri **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
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**

16481A05F1

Offer: Computer Consultancy
Ref: TCSL/CT20182457210/Hyderabad
Date: 13/09/2019

Ms. Hema Latha Naralasetti
2/187Pundarikaksha Steet,
Mantada,
Vijayawada-521256,
Andhra Pradesh.
Tel# 91-9666467206

Dear Hema Latha Naralasetti,

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 **₹3,36,875/-** 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 &

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

16-SF2

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear N.Sandhya

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

16-573

Cognizant

28-Jan-2020

Dear Teja Satya Pradyumna Nunna,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024423

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16481A05F4

Offer: Computer Consultancy
Ref: TCSL/CT20182463720/Hyderabad
Date: 13/09/2019

Ms. Chinmai Nutulapati
2-24Sivalayam Road,
Near To Function Hall,
Kapileswarapuram-521246,
Andhra Pradesh.
Tel# 91-7997877232

Dear Chinmai Nutulapati,

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 **₹3,36,875/-** 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 &

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

16481A05F8

Cognizant

28-Jan-2020

Dear Vinay Palagani,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024426

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-561

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear P.Sai Santhoshi

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

16-562

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

OFFER FOR INTERNSHIP

January 06th, 2020

PARAMSETTI DIVYA
D.NO: 7-435 A.G.K NAGAR 7TH WARD
VUYYURU
KRISHNA,ANDHRA PRADESH 521165

Dear **PARAMSETTI DIVYA,**

Subject: Internship with HCL Software

Congratulations! Your application for internship dated **16th January 2020** duly recommended by your College/University vide it's letter dated **06th January 2020** has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL SOFTWARE - a division of HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best software products to our customers, we created HCL SOFTWARE division. It develops, markets, sells, and supports over 20 product families in the areas of DevSecOps, Automation, Digital Solutions, Data Management, Marketing and Commerce, and Mainframes with a mission to drive customer success through relentless innovation of its products.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned product families. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, SDC Tower, S No. 20/3, .H 5 Kesarapalli, Gannavaram, Vijayawada, Andhra Pradesh 521102** on **09th January 2020** at **9:00 AM.** This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

Looking forward.

For HCL Technologies Ltd,



Srimathi Shivashankar
Corp. VP & Program Director

16-5G4

Cognizant

29-Jun-2020

Dear Parisinagavenkatasri Akhila,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College

Candidate ID – 14385543

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

16481A05G5

Offer: Computer Consultancy
Ref: TCSL/CT20192663127/Hyderabad
Date: 13/09/2019

Ms. Meghana Pasam
6-134Krishna Nagar,
Ulavapadu,
Ulavapadu-523292,
Andhra Pradesh.
Tel# 91-8309019611

Dear Meghana Pasam,

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 **₹3,36,875/-** 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 &

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

1648 1A05G7

Gmail

Mounika Pedapudi <pmounika998@gmail.com>

TechM - Submit your Application Form

1 message

ECampusTechM_doNotReply@techmahindra.com <ECampusTechM_doNotReply@techmahindra.com>
To: pmounika998@gmail.com

Tue, Jan 28, 2020 at 12:38 PM

Dear MOUNIKA PEDAPUDI,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

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16-569

CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
September 4, 2020

Ms.Sai Sireesha Pendyala
D/O:Kumaraswamy, 20-527-2,
Ration Depot Road, French Peta, Chilakalapudi
Machilipatnam, Andhra Pradesh.
521002.

Dear Sai,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

16-5A1

Legato
An Aarthena Company
Health Technologies

07-Sep-2020

Peruboina Lakshmi Sirisha Yadav
Kamayyapalem

Reg: Offer of employment

Dear **Peruboina,**

We are pleased to offer you the position of **Associate Software Engineer** at **Legato Health Technologies LLP** and your work location will **Hyderabad - GAR T9**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 325,000 (Three Lakhs Twenty Five Thousand Rupees Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

A one-time joining bonus of **INR 25,000/- (Twenty Five Thousand Rupees Only)** will be paid to you on the first regular pay cycle administratively feasible following your employment with Legato and is subject to all applicable withholdings. In the event you decide to resign from Legato within a year of your start date, you agree to unconditionally reimburse Legato the full amount of the joining bonus on your last working day with Legato or alternatively, Legato will be entitled, in accordance with applicable law, to adjust the joining bonus from the full and final settlement due to you and you expressly agree to the same.

You will be on probation with Legato for a period of nine (9) months from the date of commencement of your employment. Post the probation period you will automatically be deemed to be confirmed, if your performance during the Probation Period is considered satisfactory by Legato. The decision for confirmation or termination post the probation period will be final by the company.

During the Probation Period, you and Legato shall both have the right to unilaterally terminate your employment upon providing two (2) weeks' prior written notice or payment in lieu thereof.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for.
Your employment with Legato will commence from your effective date of joining i.e. **09-Sep-2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

_____
Mosur K Saisekar
Country Head
Legato Health Technologies LLP

_____
Peruboina Lakshmi Sirisha Yadav
Date:

Legato
An Anthem Company
Health Technologies

Annexure – A

Associate Name: Peruboina Lakshmi Sirisha Yadav		
Designation: Associate Software Engineer		
Component	**Per Annum (INR)**	**Per Month (INR)**
Basic Salary	186,000	15,500
HRA	74,400	6,200
Special Allowance	42,280	3,523
Gross Salary	**302,680**	**25,223**
Employer's contribution to PF	22,320	1,860
Total Fixed Pay	325,000	27,083
Cost to Company (CTC)	**325,000**	**27,083**

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Peruboina Lakshmi Sirisha Yadav
Date:

16-5H2

Offer: Computer Consultancy
Ref: TCSL/DT20184422356/Hyderabad
Date: 24/09/2019

Mr. Harsha Vardhan Perumalla
31-554/2Vasavi Nagar,
Near Viswabharathi High School,
Addanki-523201,
Andhra Pradesh.
Tel# 91-9441682556

Dear Harsha Vardhan Perumalla,

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 **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** 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 &

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

16481A05H3

SHORE
ENDURING COMMITMENT. CONTINUOUS INNOVATION

SUBJECT: LETTER OF APPOINTMENT

Dear **Mr. Peyyeti Reena,**

We are pleased to appoint you as **Consultant** for a specific process with a tentative joining date of **21 October 2020** and shall remain in effect till **21 January 2021**.

Your terms and conditions are as follows.

1. You shall serve as **Consultant** and shall provide service to Shore Infotech India Private Ltd at Hyderabad.

2. Your Monthly fee is fixed at **Rs. 18,333/- (Rupees Eighteen Thousand Three Hundred Thirty-Three only)**. Applicable TDS will be deducted.

3. During Employment employee may voluntarily resign from the services of the organization by providing prior written notice to the company, for the period which shall be One (1) Week.

4. You agree that you shall perform your duties with diligence, devotion and discretion and SHORE INFOTECH INDIA PRIVATE LTD may hold you responsible for gross negligence.

5. You are in no way allowed to be employed by any other company or offer your service with or without pay to any person, legal entity or public authority to be occupied in your own business without the prior written permission of the SHORE INFOTECH INDIA PRIVATE LTD

6. The normal working hours will be 45 hours per week but this may be varied from time to time, depending upon the exigencies of the work.

7. You shall keep SHORE INFOTECH INDIA PRIVATE LTD posted with any change in your postal address. Postal address communicated by you or available in the SHORE INFOTECH INDIA PRIVATE LTD record will be deemed as your postal address for the purpose of all communication from the management.

8. You will be responsible for the safe custody of any tools, equipment, books, or property of the SHORE INFOTECH INDIA PRIVATE LTD, which may be in your charge. SHORE INFOTECH INDIA PRIVATE LTD will have the right to deduct from your dues the money value of any damage or loss caused by you to its property.

9. You are liable for medical check-up at all times by any Registered Medical Practitioner as may be specified by SHORE INFOTECH INDIA PRIVATE LTD. Your service may be terminated if you are found unfit, physically or otherwise.

16-5H4

Offer: Computer Consultancy
Ref: TCSL/CT20182472734/Hyderabad
Date: 19/09/2019

Mr. Subhan Peyyeti
Door No.24/155Ramanaidupet,
Chakerravupalem Panja,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9966783678

Dear Subhan Peyyeti,

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 **₹3,36,875/-** 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 &

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

16481A05H5.

TechIndya
Delivering True Value-added Services

Name : PILLI DURGA
Employee Id : TISE5005315

10th APRIL 2022

Dear Ms. Durga,

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.

16481/ADSH6

acuvate®

--- where Acumen drives Innovation

OFFER LETTER

Dear Mr. PIRATI YASHWANTH KUMAR,

18th 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 **AIPLC0579149** 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.

acuvate®

... where Acumen drives Innovation

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,

Cameron

CEO, Acuvate Innovations Private Limited

16-5H7

Mindtree
A Larsen & Toubro Group Company

Date:24-Feb-2021

To

Polagani Siva Spandana
INDIA

Dear Polagani Siva Spandana,

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 65% 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. Siva Spandana
P. Siva Spandana (Feb 25, 2021 21:41 GMT+5.5)

16-5418

Cognizant

28-Jan-2020

Dear Ajay Ponamala,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024455

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16-5H9

Infosys®
Navigate your next

HRD/3B/20-21/1000261101

October 19, 2020

Ms. Sri Ranjitha Ponnuru
Candidate ID: 1000261101
11/316-5, Near Kapu Kalyana Mandapam,
Eluru Road,
Gudivada - 521301
India

Ph: (91) 9441641708

Dear Sri Ranjitha,

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

Company Confidential - This communication is confidential between you and Infosys Limited.

16481A0520

Offer: Computer Consultancy
Ref: TCSL/CT20182456189/Hyderabad
Date: 13/09/2019

Ms. Sriya Suhrudi Poolla
Flat No: 302, Sri Lakshmi Sai Nivas-2Pala Bazar,
Toyota Showroom, Prasadampadu,
Vijayawada-521108,
Andhra Pradesh.
Tel# 91-9949076757

Dear Sriya Suhrudi Poolla,

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 **₹3,36,875/-** 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 &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

16481A0583

UNISOFT®
INNOVATION QUALITY SERVICE

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. Punukollu Megha Chandana,

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 **27th 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 31st 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. Your 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

16-5I4

TECHWARE SOLUTION

Date: 5 Dec 2020.
To: Mr. PURITIPATI ROHAN REDDY

OFFER OF EMPLOYMENT

Dear Mr. Puritipati Rohan Reddy,

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 enthusiam 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 12 Dec 2020.

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

16481A05I5

Offer: Computer Consultancy
Ref: TCSL/CT20182456208/Hyderabad
Date: 13/09/2019

Ms. Sowmya Pushadapu
4-10Karumuru,
Karumuru,
Repalle-522265,
Andhra Pradesh.
Tel# 91-9553950108

Dear Sowmya Pushadapu,

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 **₹3,36,875/-** 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.

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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
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16-515

Ref: TCSL/CT20182456208/1292778/Hyderabad
Date: 18 December 2020

MS. SOWMYA PUSHADAPU
4-10 Karumuru,
Karumuru, Repalle,
Andhra Pradesh-522265.
Tel# 916303120043

Sub: Joining Letter

Dear Ms. Sowmya Pushadapu,

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 **18th January 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Cognizant

29-Jun-2020

Dear Rachurisangamesh Gupta,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385544

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-.** This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Rachurisangamesh Gupta **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10325	123,900
2	HRA*	6195	74,340
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*	7129	85,548
	Annual Gross Compensation		**353,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**376,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Gratuity		6,003
	Annual Total Remuneration		**401,991**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage of Rs. 250,000/- per annum
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance Coverage
- 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
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

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. # 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. Contribution to ESI Wages: 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.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Payslip
DEC 2022

TATA CONSULTANCY SERVICES

MR. VENKATA SHANMUKHA SAI TEJA RALLABANDI

Employee Details				Payment & Leave Details						Location Details	
Emp No.	1800564			Bank Name	State Bank of India					Location	Mantri Cosmos Unit - S
Grade	C1	UAN	101603528250	Acc No.	38722781356					Base Br.	TCS - HYDERABAD
PAN	EGGPR7172L			Days paid	31					Depute Br.	TCS - Hyderabad
				Leave Balance	EL	15.04	SL	19.40	CL 0.25	WON/ SWON	20358062

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		15,600.00	Provident Fund	1,872.00
House Rent Allowance		7,800.00	Professional Tax	200.00
Leave Travel Allowance		1,300.00	Income Tax	1,373.00
Personal Allowance		18,384.00	Labour Welfare	2.00
Miscellaneous		910.00		
City Allowance		1,200.00		
Performance Pay		4,500.00		
Total Earnings (Current + Arrears)		49,694.00	Total Deductions	3,447.00

Retirals as on Month end	
Provident Fund*	72,686.00

Net Pay (INR)	46,247.00

*inclusive of provisional interest and in PF balance displayed above, Non Repayable withdrawals processed after 25th of the month are not adjusted.

16-5-19

Offer: Computer Consultancy
Ref: TCSL/CT20182458829/Hyderabad
Date: 19/09/2019

Mr. Venkata Shanmukha Sai Teja Rallabandi
21-122-11/1Batchupeta,
Near Hindu College,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9493729890

Dear Venkata Shanmukha Sai Teja Rallabandi,

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.

Based on your performance in TCS Flagship Contest and the subsequent interviews, we are pleased to make you a differential offer. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,024/-** 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 &

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

16-5J0

Cognizant

28-Jan-2020

Dear Sravya Satya Rangu,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024541

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

16481A05J3

Offer: Computer Consultancy
Ref: TCSL/DT20184421590/Hyderabad
Date: 23/09/2019

Mr. Vinod Sadineni
3-77Velpuru,
Velpuru,
Guntur-522646,
Andhra Pradesh.
Tel# -9182756354

Dear Vinod Sadineni,

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 **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** 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 &

TATA CONSULTANCY SERVICES
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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

16-5J3

Ref: TCSL/DT20184421590/1324513/Hyderabad
Date: 25 July 2020

MR. VINOD SADINENI
3-77 Velpuru,
Velpuru, Guntur,
Andhra Pradesh-522646.
Tel# 918897460928

Sub: Joining Letter

Dear Mr. Vinod Sadineni,

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 August 2020** and your training location is **Hyderabad** . We are pleased to inform you that your work location is **HYDERABAD** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Limited,
Q City Building, B Block, 7th Floor, Survey No: 10 & 11, Q City Road,,
Financial District, Nanakram Guda, Hyderabad, Telangana.,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Ramakanth Kotla
Phone: 08309205219
Email Id: ramakanth.kotla@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

16481AD5J4

DETECT
TECHNOLOGIES
Keeping industries safe and efficient

Date: 22-Jan-21
Ref No: DT/HR/Internship/065

To,
Priyanka Sajja
Mob: +91 9491783134
Email: sajja.priyanka142@gmail.com

SUBJECT: Internship with Detect Technologies

Dear Ms. Priyanka Sajja,

Based on your interest and qualifications, we would like to make you an offer for the position of "**Intern**" under our Internship Programme. Internship will Start from **25-Jan-21** and will end on **24-Apr-21**.

Your role at Detect will be extremely challenging and full of exciting opportunities. You will work as a trainee and will be in the intern list of the company for a period of **3 Months** from the date of Joining, following which you may be offered a job on permanent rolls based on your performance (CTC, Employee ID card, Employee Salary account and other benefits will be provided on joining as permanent employee). You will be under a performance review till the end of the internship period and will be paid a stipend of Rs. **18000**/-per month for the period.

We hope that the above offer is in line with your expectation. We will be able to process your offer letter further as soon as we get acceptance about the same. Kindly send back the following documents for verification along with a signed copy of this letter: Copy of PAN card, copy of Aadhaar card, most recent pay slip (if applicable), first page of recent bank statement, Degree certificate (as relevant) and 2 passport size photos.

We should be able to send you the details of your job description and other details post your acceptance.

Looking forward to working with you.

Best Wishes,

Gripson Martes
Head HR
Detect Technologies Pvt Ltd

Cognizant

16481A05J5

28-Jan-2020

Dear Harsha Sai Sajja,
B.Tech/B.E., Computer Science & Engineering
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14024544

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

16481A05J6

Aptroid Consulting (India) PVT. LTD.

Contingency Offer Letter

December 13, 2019

Pallavi Lakshmi Saladi,
H.No: 19/247,Chilakalapudi, Machilipatnam,
Krishna District,Andhra Pradesh-521002

Dear **Saladi,**

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 you 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,

Lalitha .V

Lalitha V Chowdary
Sr.Manager - HR & Operations

Date of Joining: 19.12.2019.

Pallavi Lakshmi Saladi
Date: 14.12.2019

Encl: Required Documents List

16-5J6

Gmail

Jasweer <bannubheem76@gmail.com>

Fwd: Offer Letter - Aptroid Consulting(India) Pvt Ltd - Division Of Zeta Global

1 message

Pallavi Saladi <pallavi72870@gmail.com>
To: bannubheem76@gmail.com

Sun, Jan 10, 2021 at 3:49 PM

16481A05J6 - Joining letter

---------- Forwarded message ---------
From: **Akhilesh Uppala** <auppala@aptroid.com>
Date: Fri, Dec 13, 2019 at 7:10 PM
Subject: Offer Letter - Aptroid Consulting(India) Pvt Ltd - Division Of Zeta Global
To: <Pallavi72870@gmail.com>
Cc: Shraddha Tiwari <stiwari@aptroid.com>, Sowmya Reddy Gouni <sgouni@aptroid.com>, Lalitha V Chowdary <lvenigalla@aptroid.com>, TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in>

Dear Pallavi,

We thank you for exploring opportunity with us. We are happy with your performance and information provided by you during the selection process .

We offer exciting opportunities for talented professionals like you, who choose to invest their time, excel and grow with us. We welcome you to Aptroid family and extending our offer to you. As discussed with you please provide the information as required given below:

Please review the attached e-copies which include the documents as below:-

1. **Documents-Offer Kit** – Offer Letter, Required Documents List.

Guidelines :-

- Ø Please ensure that you have the data required as per Employee Data record attached which is required at the time of joining for employment and benefit programs.
- Ø Ensure the required documents list at the time of joining.
- Ø Please give your consent to proceed with back ground verification for education and employment prior to your joining.

Your anticipated date of joining would be on 19th Dec, 2019 as intern.

Note : You would be paid INR 20,000 during your internship period and your actual CTC commences once you are into the regular roles of Aptroid Consulting(India) Pvt Ltd.

Kindly acknowledge this mail as a token of acceptance on or before 14th December, 2019, else your offer stands nullified.

Looking forward to you to begin an exciting journey of challenging and enriching experiences.

Regards,

Akhilesh Uppala,

Member – Talent Acquisition

Aptroid
Consulting (India) PVT. LTD.

Plot No: 573 – M- III, II – V Floors,
Sri Ram Chandra Arcade,
Film Nagar, Jubilee Hills,
Hyderabad – 500033.
T: +91 40 39528181 – Ext : 209 | M: +91 9603513513

16481A05J7

TechIndya
Delivering True Value-added Services

Name : SANA NAGA SHALINI
Employee Id : TISE5005794

10th APRIL 2022

Dear Ms. Naga Shalini,

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.

16-5J8

16481A05J8

1 message

Anjali Talasila <anjalitalasila541@gmail.com>
To: harshachowdary.sajja@gmail.com

Tue, 19 May 2020 at 11:14 am

---------- Forwarded message ---------
From: **surya laxmi sanapalli** <suryasanapalli@gmail.com>
Date: Tue, May 19, 2020, 11:09
Subject: Fwd: TechM - Submit your Application Form
To: <anjalitalasila541@gmail.com>

---------- Forwarded message ---------
From: <ECampusTechM_doNotReply@techmahindra.com>
Date: Tue, 28 Jan 2020, 12:39 pm
Subject: TechM - Submit your Application Form
To: <suryasanapalli@gmail.com>

Dear NAGASURYALAKSHMI SANAPALLI,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

==========
========== Disclaimer: This message and the information contained herein is proprietary

16-5K0

Mindtree
A Larsen & Toubro Group Company

Date:24-Feb-2021

To

Seelam Hemasree Naga Durga
INDIA

Dear Seelam Hemasree Naga Durga,

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 65% 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.

S.Hemasree
S.Hemasree (Feb 25, 2021 21:45 GMT+5.5)

16-5K1

Mphasis-Letter Of Intent!!

1 message

Shaik Abdul Shabbir <shabbir951541@gmail.com> Mon, 18 May 2020 at 12:41 pm
To: harshachowdary.sajja@gmail.com

16481A05K1

On Mon, Sep 23, 2019, 10:47 PM Mphasis - Campus Hiring <campushires@mphasis.com> wrote:

> Ref.No- **MPHTH2020-0925**
>
> Dear Abdul Shabbir Shaik,
>
> College Name: **Gudlavalleru Engineering College, Gudivada.**
>
> Greetings from Mphasis!!
>
> 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 **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 250,000 /- (Rupees Two lakhs Fifty thousand only) per annum.**
> - Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand 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 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 training program at Mphasis

16-5k2

Gmail

Bhanu Kiran <bhanu1999kiran0@gmail.com>

Internship Call Letter_Snovasys

2 messages

Praveen Chittoju <praveen@snovasys.com>
To: bhanu1999kiran0@gmail.com

Mon, Sep 16, 2019 at 7:37 PM

Dear Bhanu Kiran,

Greetings from Snovasys!

We hope you have already received the DATE OF JOINING INTIMATION MAILER with below details.

Date of joining :18th September 2019
Reporting Time : 8:50 AM

Venue: Snovasys Software Solutions India Pvt Ltd.,
NKN Ozone Building,
2nd and 3rd floor,
Pandaripuram,Near Amma Hospital, ONGOLE - 523 002,
Ph: +91-9700001514.

At the time of joining please bring the following applicable and mandatory documents:

Marksheets & Certificates (Original & 1 Xerox copy):

1. Latest Degree - All Semester-wise mark sheets or consolidated marksheet.
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University.
3. 10th Standard marksheet.
4. 12th Standard marksheet.

Documents Required :

1. Diploma marksheet & Diploma certificate (only applicable for the candidate who have completed diploma).
2. UG-All Semester-wise mark sheets or consolidated marksheet.

Government ID proofs (Original & 1 Self-Attested Xerox copy)

1. Aadhaar Card (issued in your Name) or Aadhaar Card Enrollment Acknowledgement slip Other Mandatory Documents.

2. Valid Indian Passport (Front & Back) or Passport acknowledgement receipt with Appointment details generated post payment (Optional)

3. PAN Card (issued in your Name)

4. Four passport-size color photographs

16-5K3

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: March 4, 2021

Dear Meerasa Shaik,
2-3,Near to tdp Plant, kommalapadu(vil), Addanki,
Andhra Pradesh, India, 523303

Dear **Meerasa Shaik,** service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **March 4, 2021** at 9:00 A.M at the following address **Pune - BUSINESS BAY YERWADA** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

16-5K4

L V GLOBAL SOLUTIONS
TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 25-01-2021

Place : Hyderabad

To,

Ms. Shaik Meharunnisa,

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 enthusiam 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 **2nd February 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

16-5k5

Letter of Intent - Nagul Shaik - Ref. No.: 9472360

1 message

<careers@wipro.com>
To: nagulkulshan@gmail.com

Tue, Oct 15, 2019 at 3:40 PM

Campus - Letter Of Intent

15-Oct-2019

Dear Nagul Shaik,

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 the 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, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

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

16-5K7

Offer: Computer Consultancy
Ref: TCSL/CT20182456184/Hyderabad
Date: 24/09/2019

Ms. Soumya Siripurapu
7-1/CSoubhagya Nagar Colony,
Near Flora School,
Vuyyuru-521165,
Andhra Pradesh.
Tel# -

Dear Soumya Siripurapu,

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 **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** 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 &

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

16-5k7

Ref: TCSL/CT20182456184/1325091/Hyderabad
Date: 16 July 2020

MS. SOUMYA SIRIPURAPU
7-1/C Soubhagya Nagar Colony,
Near Flora School, Vuyyuru,
Andhra Pradesh-521165.
Tel# 917569165232

Sub: Joining Letter

Dear Ms. Soumya Siripurapu,

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 **03rd August 2020** and your training location is **Hyderabad** . We are pleased to inform you that your work location is **HYDERABAD** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services Limited,
Q City Building, B Block, 7th Floor, Survey No: 10 & 11, Q City Road,,
Financial District, Nanakram Guda, Hyderabad, Telangana.,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Ramakanth Kotla
Phone: 08309205219
Email Id: ramakanth.kotla@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

16481A05K8

acuvate®
--- where Acumen drives Innovation

OFFER LETTER

18th August, 2022

Dear Ms. SREERAM SAISUDHA,

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 **AIPLC0579173** 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.

acuvate®
... where Acumen drives Innovation

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

16-5K9



College Name: **Gudlavalleru Engineering College, Gudivada.**

Greetings from Mphasis!!

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 **'Trainee Associate Software Engineer'** in **Band 5, Level 1** with Mphasis. The gross compensation will be **INR 250,000 /- (Rupees Two lakhs Fifty thousand only) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only) per**

16481A0 5LO

Gmail

sairohith sunkara <sairohith.sunkara@gmail.com>

TechM - Submit your Application Form

1 message

ECampusTechM_doNotReply@techmahindra.com <ECampusTechM_doNotReply@techmahindra.com>
To: sairohith.sunkara@gmail.com

Tue, Jan 28, 2020 at 12:38 PM

Dear SAIROHITH SUNKARA,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

========== ========== 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://tim.techmahindra.com/tim/disclaimer.html internally within TechMahindra. ========== ==========

16-522

16-522

Offer: Computer Consultancy
Ref: TCSL/CT20182456166/Hyderabad
Date: 19/09/2019

Mr. Jasweer Naidu Tadikonda
6/80Andhrabank Road,
Kolluru,
Tenali-522324,
Andhrapradesh.
Tel# -

Dear Jasweer Naidu Tadikonda,

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 **₹3,36,875/-** 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 &

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

16-542

Ref: TCSL/CT20182456166/1321676/Hyderabad
Date: 22 December 2020

MR. JASWEER NAIDU TADIKONDA
6/80 Andhrabank Road,
Kolluru, Tenali,
Andhrapradesh-522324.
Tel# 919948279346

Sub: Joining Letter

Dear Mr. Jasweer Naidu Tadikonda,

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 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16-5L3



16481A05L3

1 message

Anjali Talasila <anjalitalasila541@gmail.com>
To: harshachowdary.sajja@gmail.com
Mon, 18 May 2020 at 8:26 pm

---------- Forwarded message ---------
From: **Anjali Talasila** <anjalitalasila541@gmail.com>
Date: Mon, Dec 16, 2019, 16:26
Subject: Fwd: Virtusa offer confirmation
To: <placementofficer@gecgudlavalleru.ac.in>

Hi Sir,

I got above mail from virtusa.

Thanks & Best Regards,
Anjali Talasila

---------- Forwarded message ---------
From: **Anjali Talasila** <anjalitalasila541@gmail.com>
Date: Sat, Dec 7, 2019, 12:11 PM
Subject: Re: Virtusa offer confirmation
To: Naveen Sahaya William Maria Louis <naveenwilliam@virtusa.com>

Hi Naveen,

Its great opportunity to work in Virtusa. Thank you very much for this offer.

Thanks & Best Regards,
Anjali Talasila
+91-9618980310

On Wed, Dec 4, 2019 at 11:31 PM Naveen Sahaya William Maria Louis <naveenwilliam@virtusa.com> wrote:

> Dear Talasila.Anjali
>
> Greetings from Virtusa
>
> Congratulations, you have been offered because of your performance in Neuralhack Season 3.
>
> Your CTC has been finalized based on the panel feedback and HackerRank scores.
>
> Designation: Associate Engineer
>
> CTC: 4 LPA

16-513

Virtusa Onboarding Confirmation

1 message

Naveen Sahaya William Maria Louis <naveenwilliam@virtusa.com> Tue, Sep 22, 2020 at 4:11 PM

Dear candidate

Greetings from Virtusa

Congratulations on being offered !!

Kindly provide the documents mentioned below for Background Verification.

BGV form – to be duly filled in and signed. Share the scan copy of the filled in form.

Send a copy of your Pan card and Aadhar card.

Send a copy of 10th and 12th marksheets.

Send all semester marksheets

Date of Joining : 30th September

Mention Joining location as Hyderabad.

Ignore the column that requests for the employee ID.

Kindly send it before 12 pm tomorrow .

Note : If you don't have a printer , please fill up the form after converting it into a word document. Kindly add the picture of yourself and your sign it.

Regards

16-544

TECHWARE SOLUTION

Date: 5 Dec 2020.
To: Ms. TERA SHOBHITHA

OFFER OF EMPLOYMENT

Dear Ms. Tera Shobhitha,

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 enthusiam 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 12 Dec 2020.

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

16-5L5

Mindtree
A Larsen & Toubro Group Company

Date:31-Oct-2019

To

Thadavarthi Bhavana Sesha Sai
JAIPUR

Dear Thadavarthi Bhavana Sesha Sai,

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 competency Level 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 65% 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 are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

T.BhavanaSeshaSai
T.BhavanaSeshaSai (Nov 2, 2019)

Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059
T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com

Candidate No: TN/80012400/19

16-515

Gmail

Jasweer <bannubheem76@gmail.com>

Fwd: Onboarding Paperwork - Your Mindtree Onboarding - 28th December 2020

1 message

Bhavana Sesha Sai <bhavanaseshasai@gmail.com>
To: bannubheem76@gmail.com

Sat, Jan 9, 2021 at 8:34 PM

---------- Forwarded message ---------
From: **Campus** <Campus@mindtree.com>
Date: Wed, 16 Dec 2020, 2:50 pm
Subject: Onboarding Paperwork - Your Mindtree Onboarding - 28th December 2020
To:

Dear Talent ,

Greetings from Mindtree.

We take pleasure to inform you about your Joining Date with us.

Joining Date with Mindtree	***December 28th 2020, Monday***
Joining Location	***Virtual Onboarding***
Reporting Time	***8:00 AM***

As we are preparing for your on-boarding on ***December 28th 2020*** *(Joining Date), kindly ensure to do the following –*

Please fill the campus data link

Campus Mind Data - https://campusmindtree.wufoo.com/forms/rm4zdd51cqxmp5/

Success Factor Link – Will be shared on/before 17th December 2020, meanwhile keep the below documents ready

Documents -

1. ***Service Agreement***
2. ***PAN Card or EPAN #***
3. ***Aadhar Card Copy***
4. ***Digital photograph***
5. ***Educational Marks Sheets – 10th / 12th or Diploma / Graduation marks sheets***
6. ***Educational Declaration Form***

Deadline to complete –

- ***Campus Mind Data – 18th December 2020***

16-546

meltag

OFFER LETTER

8 June 2021

Ref: 2021-22/681/MASE912

Dear Ms. Tirupathi Mahesh

We would like to congratulate you on being selected for the designation of "Assistant Software Engineer" at Hyderabad. We would happily invite you to be a valuable member of the team, who consistently achieve good result and deliver all the upcoming expectations of our organization.

Your reporting date is 14 June 2021.

Regards,

HR Manager

Meltag Companys Pvt.Ltd

http://meltag.com

16481A05L7

Offer: Computer Consultancy
Ref: TCSL/CT20182458737/Hyderabad
Date: 13/09/2019

Mr. Sai Krishna Tiruveedhula
6-111Vivekananda Concept School Road,
Beside Vivekananda Concept School,
Vijayawada-521108,
Andhra Pradesh.
Tel# 91-9491751018

Dear Sai Krishna Tiruveedhula,

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 **₹3,36,875/-** 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 &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

16-5L7.

Ref: TCSL/CT20182458737/1292725/Hyderabad
Date: 22 December 2020

MR. SAI KRISHNA TIRUVEEDHULA
6-111 Vivekananda Concept School Road,
Beside Vivekananda Concept School, Vijayawada,
Andhra Pradesh-521108.
Tel# 919908722948

Sub: Joining Letter

Dear Mr. Sai Krishna Tiruveedhula,

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 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

UNISOFT®
INNOVATION QUALITY SERVICE

16U81A05M0

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. Vadapalli Manogna,

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 **27th 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 31st 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. Your 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

16481A05M3.

TechIndya
Delivering True Value-added Services

Name : VALLURI GAYATHRI GREESHMA
Employee Id : TISE5005492

10th APRIL 2022

Dear Ms. Gayathri Greeshma,

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.

16-5M4

meltag

OFFER LETTER

8 June 2021

Ref: 2021-22/694/MASE948

Dear Ms. Vangaveeti Sai Aparna

We would like to congratulate you on being selected for the designation of "Assistant Software Engineer" at Hyderabad. We would happily invite you to be a valuable member of the team, who consistently achieve good result and deliver all the upcoming expectations of our organization.

Your reporting date is 14 June 2021.

Regards,

HR Manager

Meltag Companys Pvt.Ltd

http://meltag.com

16-5M5

APPOINTMENT LETTER

26 Jun, 2020

Dear **Jaya Naga Venkata Krishna Varada,**

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,

Signature Not Verified
Digitally signed by SUNIL KALACHAR
Date: 2020.06.26 12:25:38 IST
Reason: Campus Offer Letter
Location: Bengaluru

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

9255606

16-SM5.

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;

b. processing my job application including background verification checks;

c. 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
Sarjapur Road
Bengaluru 560035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

9255606

ANNEXURE III

SALARY OFFER SHEET

Name : Jaya Naga Venkata Krishna Varada **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
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**

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

9255606

16481A05M6

Offer: Computer Consultancy
Ref: TCSL/CT20182456213/Hyderabad
Date: 19/09/2019

Ms. Vijayanti Veernala
20/290-3Brahmapuram,
Near Collector Office,
Machilipatnam-521002,
Andhra Pradesh.
Tel# 91-9440589551

Dear Vijayanti Veernala,

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 **₹3,36,875/-** 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 &

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

Gmail

Sriram Velaga <sriramvelaga1@gmail.com>

Welcome to Wipro | Virtual Onboarding Day – December 1st 2020

1 message

manager.campus@wipro.com <manager.campus@wipro.com>
To: sriramvelaga1@gmail.com

12 November 2020 at 20:24



Welcome to Wipro | Virtual Onboarding Day – December 1st 2020

Dear **Sriram Velaga**

Resume Number - **9226333**,

Greetings from Wipro!

1648 IA05M8

ZenSar

Registered Office :Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi,
Off Nagar Road, Pune 411014, India. Tel. : +91 (20) 66057500, 27004000 Fax : +91 (20) 66057888 CIN: 72200PN1963PLC012621

By Registered Post/ E-mail

File No. 616403

To,

Aiswarya Velchuri
59195

Amendment to Offer of Employment

Reference: Your Offer of Employment dated 21st October 2020

Dear Aiswarya,

The management of **Zensar Technologies Limited,** a company organized and registered under the laws of India and having its registered office at Zensar Knowledge Park Kharadi, Plot # 4, MIDC, Off Nagar Road, Pune 411014 Maharashtra, India (hereinafter referred to as "**Zensar**") is pleased to revise your current compensation / CTC (cost to company) and its other component from INR 1,96,000/- (Rupees one lakh ninety six thousand only) per annum to INR 3,20,000/- per annum (Rupees three lakh twenty thousand only) with effect from 05/Oct/2020.

"Although you are allowed to work from anywhere / from your home, for all legal and practical purposes, your place of employment shall be **Hyberabad DLF Cyber City, 1st, 8th & 9th Floor, Block 3, Plot no: 129-132, APHB Colony, DLF Cyber City, Indira Nagar, Gachibowli, Hyderabad, Telangana 500032**_and based on this, all statutory compliances with regard to your employment, shall be done by Zensar".

Thus, the monetary benefits as per your Offer of Employment as referred above stands amended as mentioned below.

New salary structure with effect from 05/Oct/2020

Component	**Annual Gross (INR)**	
Basic	192000	Base salary component.
Customized Allowance Pool*	79725	This is used towards HRA / CLA, LTA, and Children's Education. You may want to split the basket as per your tax plans.
Bonus	16000	Paid out as per the Payment of Bonus Act if Basic is less than 21000
Total	**287725**	
Company's contribution to PF	23040	12% of Basic
Gratuity	9235	As per Gratuity Act
Gross Compensation	**320000**	

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ZenSar

Registered Office :Zensar Technologies Limited, Zensar Knowledge Park, Plot No. 4, MIDC Kharadi,
Off Nagar Road, Pune 411014, India. Tel. : +91 (20) 66057500, 27004000 Fax : +91 (20) 66057888 CIN: 72200PN1963PLC012621

Ref: 616403 **Dated 21/Oct/2020**

To

Aiswarya Velchuri
59195

Sub: Offer of Employment

Dear Aiswarya

This is with reference to the offer letter dated **22/Jun/2020**

As you have successfully completed your training and have passed the test conducted by the Company, we are pleased to offer you the role of **Jr.Software Engineer** at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

You will be onboarded on the designated role from **05/Oct/2020** and your 'Annual Compensation' is attached herewith as in Annexure – A. The terms and conditions of employment are in Annexure-B and shall supersede the terms and conditions mentioned in the offer letter dated **22/Jun/2020.**

Annexure -D. Undertaking for two years.

Please confirm your acceptance of this offer by signing and returning the duplicate attached.

Yours Sincerely,

For Zensar Technologies Limited

Sanjeeva Maithani
Associate Vice President - HR

Encl: Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)
Annexure – D (Undertaking)

16-5M9

L V GLOBAL SOLUTIONS
TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 25-01-2021

Place : Hyderabad

To,

Ms. Vemula Niharika,

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 enthusiam 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 **2nd February 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

16 - 5 NO

TECHWARE SOLUTION

Date: 5 Dec 2020.
To: Mr. VEMULA VENKATA SAI NIKHIL

OFFER OF EMPLOYMENT

Dear Mr. Vemula Venkata Sai Nikhil,

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 enthusiam 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 12 Dec 2020.

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

16-5N1

nkiits

Nimai Krsna

Date: 18th Dec , 2020
Ref:NK01/2020/HRMG/OFRL/0001

To

M/s. Vemulapalli Prathyusha
D No : 8-335/G2/6,Ground floor,
Chanti Residency,
Shanthi Nagar, Gudivada,
Krishna District, Pincode-521301

Dear **M/s. Vemulapalli Prathyusha**

We are pleased to offer you the **Internship** with **Nimai Krsna Integrated IT Services Pvt Ltd** on the following terms and conditions:

1. You will be on training for the first six weeks during which there will not be any compensation. After successful completion of six weeks training you will be given full time internship for 8 months in the company with the monthly stipend of 8000/-. After successful completion of internship, you will be offered as **"Associate Software Engineer"**. Unless given in writing your internship period will be continued. Your compensation will be reviewed at regular intervals depending upon the exigencies of work and at the discretion of the management and as per Company policy.

2. You will be on probation for a period of 9 months. The period of Probation may be extended or curtailed at the sole discretion of the company depending upon your performance and conduct. Unless confirmed in writing, you will be deemed to be on probation after the expiry of the initial or extended period of probation.

3. During your association with the company, you shall work full time for the company and refrain from undertaking any part time work, with or without pay to any person, legal entity or public authority or to be occupied in your business. You may not resign or refrain from your services on any grounds while you are working on a project, or any specified task assigned to you by the company at client's place. Additionally, you may not act in any way that either conflicts with your duties and obligations to the company or is contrary to the policies and interest of the company.

4. Reference and background checks will be made from your previous employers and educational institutions and if there is any adverse report against you or if the information furnished by you is not true, the company reserves the right to terminate your services on the grounds of misrepresentation of facts.

5. You shall not bring in or take out any software or hardware of any kind to or from the company without the prior permission of the management and all inventions, improvements, and discoveries made by you either alone or jointly with any persons during your service will become the sole property of the company.

Accepted
V. Prathyusha

Scanned with CamScanner

5N2

Registered Office : Zensar Technologies Ltd., Zensar Knowledge Park, Plot No. 4, MIDC Kharadi,
Off Nagar Road, Pune 411014, India Tel +91(20) 66074000, 27004000 Fax +91 (20) 66057888 CIN: L72200PN1963PLC012621

Ref: 59199

Date: 06/Nov/2020

To,

Nagalikitha Venna,
59199

Sub: Offer of Employment

Dear Nagalikitha,

This is with reference to the offer letter dated **22/Jun/2020.**

As you have successfully completed your training and have passed the test conducted by the Company, we are pleased to offer you the role of **Jr. Software Engineer** at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

You will be onboarded on the designated role from **31/Oct/2020,** and your 'Annual Compensation' is attached herewith as in Annexure – A. The terms and conditions of employment are in Annexure-B and shall supersede the terms and conditions mentioned in the offer letter dated **22/Jun/2020.**

Annexure -D is towards Undertaking for two years.

Although you are allowed to work from anywhere / from your home at this point of time, you can be required to physically report to any locations of Zensar across India and rendered your services accordingly.

For all legal and practical purposes, your place of employment shall be **Hyderabad DLF Cyber City, 1st, 8th & 9th Floor, Block 3, Plot No: 129-132, APHB Colony, DLF Cyber City, Indira Nagar, Gachibowli, Hyderabad, Telangana - 500032** and based on this, all statutory compliances with regard to your employment, shall be done by Zensar".

Please confirm your acceptance of this offer by signing and returning the duplicate attached.

Yours Sincerely,

For Zensar Technologies Limited

Sanjeeva Maithani
Associate Vice President - HR

Encl: Annexure – A (Salary Structure),
Annexure – B (Terms and Conditions of employment)
Annexure – C (Document Check List)
Annexure – D (Undertaking)

UNISOFT®
INNOVATION QUALITY SERVICE

16481A05N3

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. Vesapogu Jyothi 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 **27th 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 31st 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. Your 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

16481A05N4

Offer: Computer Consultancy
Ref: TCSL/CT20182456186/Hyderabad
Date: 13/09/2019

Mr. Naveen Sai Charan Vijjineni
14 448Edepalli,
Beside Lord Ganesh Temple,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-8074590008

Dear Naveen Sai Charan Vijjineni,

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 **₹3,36,875/-** 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 &

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

16-5N4.

Ref: TCSL/CT20182456186/1292777/Hyderabad
Date: 22 December 2020

MR. NAVEEN SAI CHARAN VIJJINENI
Dr.No: 14 439-2 Edepalli,
Beside Penti Coast Church, Machilipatnam,
Andhra Pradesh-521001.
Tel# 917075504648

Sub: Joining Letter

Dear Mr. Naveen Sai Charan Vijjineni,

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 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.

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 : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

16481A05N6

BRANE

Letter of Offer

20th August 2020
Ms. Vunnava Tushara,
Hyderabad.

Dear **Vunnava Tushara,**

Welcome to Brane Services Private Limited (hereinafter interchangeably used as "Brane" or "Organization") !

We are delighted to extend this offer of employment to you for the position of **"Associate Process Leader-Trainee".**

We request you to read this Offer letter and return the enclosed duplicate copy or scanned copy by email in as an **acknowledgement of receipt of it** and **acceptance of the same on or before 21st August 2020,** failing which this Offer stands cancelled and withdrawn. Brane reserves the right to revoke, withdraw or modify this Offer letter at any time in its sole discretion. Your date of joining should be on or before **1st September 2020** failing which this Offer stands terminated.

Further, on joining Brane, you will be issued an Appointment Letter containing the terms and conditions of your employment with Brane and access to the Organizational policies and guidelines.

You will be working from the Hyderabad office location. However, you may be transferred to other office locations of Brane (or) to its affiliates or subsidiaries, either in India or abroad, as decided by Brane in its sole discretion. Your total C.T.C will be **Rs. 4,00,000/-** and the monthly emoluments before deductions will be **Rs. 30,892/-**The detailed break up of emoluments and operational details are provided under Annexure-A.

In view of the Organizational needs or corporate restructuring or business considerations, your employment or services can be transferred or assigned by Brane to any of its subsidiaries, affiliate(s), joint venture or group companies as may be deemed fit and proper by Brane. If after issuing this Offer letter, there is any change in the Organizational or corporate set up of Brane, and if it is decided by Brane, then Your Appointment Letter may be issued in the name of any other group Company of Brane referencing this Offer and it shall not be any surprise for you.

The role, in which you join us, is a very important one which will entail dealing with confidential and sensitive data, information and records of the Organization. You will, therefore, be required to sign a "Code of Conduct, Non-Conflict and Confidentiality Agreement" of our Organization at the time of your joining the Organization. As part of your undertaking for the non-compete provision, you shall not take up any work or employment with the competitors of Brane for a period of two(2) years post expiry or earlier termination of your employment with Brane and also as part of your undertaking for non-solicitation provision you shall not solicit or offer employment either directly or indirectly to employees of Brane with any third party or under you for a period of eighteen(18) months post expiry or termination of your employment with Brane. This job requires your fulltime

16481A05N6

BRANE

Letter of Appointment

1st September 2020
To
Ms. Vunnava Tushara
Hyderabad.

Dear **Ms. Vunnava Tushara,**

In this Letter of Appointment Letter M/s Brane Services Private Limited is referred to as "Organization".

This Letter of Appointment has the reference to your Letter of Offer Dated: 25th August 2020 and by this reference the terms and conditions of it are applied herein. Terms which are not mentioned herein shall have the meaning and application as mentioned in the Letter of Offer. In case of any inconsistency between Letter of Offer, Letter of Appointment and Organization Policies, Organization Policies and Terms and Conditions of Employment shall prevail and apply.

We are pleased to appoint you in our Organization as **"Associate Process Leader-Trainee"** and the effective date of your Appointment is **1st September 2020.**

1. **Remuneration:** Your Annual Cost to Organization will be **INR 4,00,000/- (Four Lakhs Only),** the details of which are outlined in the **Annexure A** which was attached to the Offer Letter issued to you.
2. **Initial posting:** Your initial posting will be at **Hyderabad**. However, in future you can be posted in any other locations or group companies of the Organization.
3. **Documents:** You are required to furnish the following documents on the day of your joining (if not submitted earlier):
    - Proof of age;
    - Certificates supplementing your highest educational and professional qualification attainments;
    - Appointment & relieving letter of your previous employer, as applicable;
    - Two passport sized photographs;
    - Form 16 or any other authenticated document supplementing your earnings and income tax declaration/paid in the current financial year, Photocopy of your PAN card.
    - Any other documents as may be required by the Organization.

Please read through and provide your acceptance by signing and returning a copy of this Letter as acknowledgement of receipt of this Letter of Appointment and your acceptance to the terms and conditions of your employment.

Yours sincerely,

For BRANE SERVICES PVT LTD

Authorized Signatory

I have read, fully understood and hereby accept the above terms and conditions

Signature : _____

Name : **Vunnava Tushara**

Date : **1st September 2020**

16-5N7

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081,
India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

1826882 / ELTP / 2020 **09-Nov-2020**

Subject: Letter of Intent

Dear Venkata Ramya,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer** at **Band U and Sub Band U1** in our Organization provided:

- You being medically fit, having completed your 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,
- You have successfully cleared the evaluation conducted by Tech Mahindra or the partner on behalf of Tech Mahindra including aptitude test, English essay, and
- You have successfully cleared technical test or technical interview or both and HR interview that would be conducted by Tech Mahindra, and
- You successfully completing 3 months unpaid internship at Tech Mahindra for getting the relevant practical experience basis your request.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- You will be under **probation for a period of 3 (three) months** from the date of joining.
- During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only**). Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- Post probation and subject to Tech Mahindra's decision to confirm your position, you will be eligible for an Annual Salary package of **INR 325,000** (**Indian Rupees Three Hundred and Twenty-five Thousand Only**). Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000**, (**Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only**) as liquidated damages to Tech Mahindra.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

16481A05N8

Offer: Computer Consultancy
Ref: TCSL/CT20182476623/Hyderabad
Date: 13/09/2019

Mr. Avinash Vuyyuru
4-25Lakshminarayanapuram,
Lakshminarayanapuram,
Bantumilli-521324,
Andhra Pradesh.
Tel# 91-9030512143

Dear Avinash 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 **₹3,36,875/-** 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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16481A05N9

TechIndya
Delivering True Value-added Services

Name : VUYYURU SRIVIDHYA
Employee Id : TISE5001783

10 APRIL 2022

Dear Ms. Srividhya,

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.

17485A0501

acuvate®

... where Acumen drives Innovation

OFFER LETTER

18th August, 2022

Dear Mr. GORRUMUCHU VIDYA SAGAR,

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 **AIPLC0579164** 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.

acuvate®

--- where Acumen drives Innovation

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,

Cameron

CEO, Acuvate Innovations Private Limited

UNISOFT®
INNOVATION QUALITY SERVICE

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EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. Meghavath Krishnaveni,

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 **27th 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 31st 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. Your 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

174B5A0508

Limtex Infotech

Date:09-11-2020.

Dear P.Lakshmi Teja,

We are pleased to offer you employment with **Limtex Infotech Ltd.** (Company/Limtex Infotech Ltd.) in the position of **Software Associate,** Corporate Grade **L1** at our **Hyderabad** office starting November 16, 2020. Your salary details are as mentioned below.

Your gross annual salary will be **INR 3,20,000 (Three Lakh Twenty Thousand Only).**

Terms and conditions of employment set out in Annexure – 1 are subject to Company policy and may be changed at the sole discretion of the Company.

Please sign and return one copy of this document indicating your acceptance of the offer.

We look forward to having you on board.

Yours sincerely,

Limtex Infotech Ltd.

Roopa Sharma

Roopa Sharma K

Global Head-HRD

Roopasharma.k@limtexinfo.com

17-5-510

Norm Software
custom software solutions

February 24, 2020

Ms. Ooha Naga Venkata Sri Lakshmi Kancharla,
D. No. 3-42-1, Pasumarru, Pamarru (MD)
Krishna District, AP - 521157

Dear Ms. Ooha Naga Venkata Lakshmi Sri Kancharla,

Sub: Probation & Offer Letter

We are pleased to confirm that you have been selected to work for Norm Software. We are delighted to make you the following job offer. The position we are offering you is that of Jr. Software Developer at an annual cost to Company (CTC) of 1.8 lakhs. The breakup of the annual cost to Company is provided in enclosed annexure.

1. You will be on probation for period of Six months from February 24, 2020, which may be extended by the management at its discretion.

2. At the end of the probation period your services with the company would be confirmed subject to your performance meeting the requisite standards.

3. Until issued a confirmation letter, you shall continue to be on probation. During the probation period or in service period, your services may be terminated without any notice on grounds of poor performance, non-conformance to company rules and regulations or as a disciplinary measure.

4. You will render all duties expected of a Jr. Software Developer. Your performance should match the required standards. Salary should be confidential.

5. **Transfer:** Your initial place of work will be Mangalagiri. However, your services are transferable, and you may be assigned, to any location in India where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

6. **Termination:** Your services may be terminated by the company by giving in writing of one (1) month or payment of salary in lieu thereof. The aim of this clause is to minimize unnecessary disruption of business. Norm Software reserves the right to terminate your employment on grounds of policy, misconduct or unsatisfactory job performance. Company can terminate with immediate effect on the disciplinary grounds of disobeying the rules or improper behavior, irregular office timings, too many breaks, taking leaves without intimating, same day intimating, attendance/punctuality, absence without notice, telephone use in the workstation and workplace violence. Permission & Breaks should be intimated to concern person or TL. Work related websites are allowed, apart from non-work related websites should not open, if so, it will be taken action. Depending on the requirement of the company and client, employee should be able to work in any shift. Mobile phones are not allowed in the

Norm Software Pvt. Ltd.
custom software solutions

To,

The Principal/HOD,

Gudlavalleru Engineering College,

Gudlavalleru.

Respected Sir,

We are glad to inform you that your student M/s.K.OOHA NAGA VENKATA SRI LAKSHMI,D/O K. RAMBABU got placed in our company. So there is a training on our tools that we use in our company. Training period commits from 24-02-2020 to 30-05-2020.

So please give her permission to attend the training session.

Thanking you,

Date: 22/2/20

Place: MANGALAGIRI

For Norm Software Private Limited

Director

402, N.R.T. Tech Park, Kosanam Roy Heights, Near NSR Villas, Bypass Mangalagiri, Guntur,A.P- 522 503.
www.normsoftware.com | info@normsoftware.com Ph: +91 70323 54776

174854057

NTT DATA Services

NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavangudi, Bangalore 560 004 India
Tel : +91.80.2665.9482 Fax : +91.80.2653.0912

13 Dec 19
Ramya Gummadi
GUDLAVALLERU ENGINEERING COLLEGE

Dear Ramya Gummadi,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Services IT Development Program Senior Associate II** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Services IT Development Program Senior Associate II** in **Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Rs. 350,000/-** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **13 Dec 19** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Ramya Gummadi)

#7U85A0913

Offer: Computer Consultancy
Ref: TCSL/CT20182463009/Hyderabad
Date: 13/09/2019

Ms. Veera Venkata Lakshmi Sravani Bommidi
4/94-1Lakshmi Nagar,
Autonagar,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9396804055

Dear Veera Venkata Lakshmi Sravani Bommidi,

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 **₹3,36,875/-** 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
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

17-5-515

ZENSAR

Date: 17/Dec/2020

Dear **Allu Lavanya,**

We hope that you along with your family are safe and sound at your place!

We are pleased to award you a Project Trainee assignment at Zensar. Please accept our heartiest congratulations and warm welcome to the Zensar family.

The terms and conditions of this assignment are as follows:

1. You are requested to join the organization on **28/Dec/2020** and the offer stands withdrawn thereafter unless the date is extended or communicated in writing.

2. You will be working from home initially from the date of your joining till further orders in this regard. While working from home, you will be paid for the expenses incurred on Internet connection, utilized purely for the official purpose and as per company policy.

3. Any business travel expenses incurred by you, will be borne by the company as per the company's business travel policy, by producing the necessary receipts and prior approvals from your manager, you will have to claim such expenses via Concur.

4. Though you will be working from home, however, for all legal and a practical purpose your base location will be Pune.

5. Your training will be for a period of 3 months beginning from your date of joining,**28/Dec/2020** During the period of your training you will be designated as Project Trainee. During this entire training period, you will be paid a stipend of **Rs. 10,000/– Per Month (Rupees Ten Thousand only)** subject to Income Tax and other statutory deductions at applicable rates from time to time at source. Save and except this amount, you are not eligible to receive any other allowances or benefits the company extends to its other associates.

6. From time to time and on completion of your training as a Project Trainee, the Company shall conduct tests/ assessment and asses your performance and depending on the business need and requirement, at the discretion of the Company you may thereafter be deployed as a Junior SoftwareEngineer.

7. The Company reserve a right to terminate your services in case you fail to satisfactorily perform/pass the test(s) / complete the given assignments conducted by the Company as per the guidelines laid by the Company.

8. During the last week of your training period as a Project Trainee, Company will inform in writing to you whether it wishes to deploy you as Junior Software Engineer or not. You agree not to claim any compensation or other benefits from the Company in case Company do not deploy you as Junior Software Engineer on completion of your tenure as a Project Trainee.

9. On successful completion of training as a Project Trainee, if the Management decides to engage you as an employee, you will be **issued** a separate appointment letter. and deployed as **a Junior Software Engineer** for a period of two (2) years which will include the **Probation Period** of **12 months** post training period. During and after the completion of your probation period, if your services are not found satisfactory on any count, the Management shall have a right to terminate the same forthwith. In that case no notice and or notice pay will be given to you.

OFFER LETTER

09/05/2022

To
Rama Chandra Rao Solasa,
 # 7/15-2, Pedha veedhi, Para vidyaas ramam veedhi,
Behind braham gari temple, Gudivada-521301.

Dear Rama Chandra Rao,

We are pleased to offer you a position as **Junior Engineer-ITES** in our Company. Your Annual CTC including all benefits will be **Rs.180000(One Lac Eighty Thousand Only)**. Here is the compensation stack. There will be a training period of 3 months during which we will be paying Rs. 10,000/- . There will be no standard deductions during the training period. The Variable Pay is payable after completion of one year service with the company from the date of confirmation.

Compensation Stack		
Components	**Monthly**	**Annual**
(+) Basic Salary	5090	61082
(+) Flexible Benefits Pay (HRA, LTA, medical Allowance, & conveyance)	6635	79623
(+) Special Travel Allowance -VSEZ	1000	12000
Variable Pay	-	15000
Gross Salary	12725	152705
(-) Employee Contribution to PF (12% of Basic Salary)	611	7330
(-) Employee Contribution ESI (1.75% of the Salary)	95	1145
Possible Take Home salary (Subject to Tax Deductions, if any)	**12019**	**144230**
(+) Company Contribution ESI (4.75% of the Salary)	414	4963
(+) Company Contribution to EPF (12% of Basic Salary)	611	7332
Total Cost To Company (CTC)	**13750**	**180000**

Your first day of employment would be **12th May 2022.** Offer not accepted within 2 days of receipt is liable to lapse at the discretion of the Company. On the joining date, you need to pay the refundable security deposit of 10,000/- or custody of Original educational document to the company. Security deposit/Original certificate will be refunded back to you only if you follow the termination clause described in the Terms of Employment. By signing below, you not only accept the terms and conditions of this offer, but also represent to the Company that you are under no obligation or agreement that would legally prevent you from becoming an employee of Chandusoft.

We look forward for a long and successful association together towards success.
For Chandusoft Technologies Pvt. Ltd.

Mutyala Sreenu -HR Manager

Agreed and Accepted:

I accept your offer as outlined in this letter, including any subsequent revisions, and I will be available to begin work at Chandusoft. I understand that this offer is contingent upon successful completion of reference checks and a background check if required.

Name: S Ramachandra Rao

Signature: S. Ramachandra Rao

Date: 09/05/2022

CST1/2022/VAJ/019

S. Ramachandra Rao
Chandusoft Technologies Pvt Ltd.

ver Medha, Kesarapalli Village, Gannavaram Mandal, Krishna Dt. AP-521102. www.chandusoft.com | +91 99001 42148 | contact@chandusoft.co

17485A0521

TechIndya
Delivering True Value-added Services

Name : PEDDIPALLI HIMA BINDU
Employee Id : TISE5005715

10th APRIL 2022

Dear Ms. Hima Bindu,

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.

1748AO525.

acuvate®

--- where Acumen drives Innovation

OFFER LETTER

18th August, 2022

Dear Mr. TOKALA BALANJALI,

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 **AIPLC0579197** 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.

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--- where Acumen drives Innovation

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

17485A0528

UNISOFT®
INNOVATION QUALITY SERVICE

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Mr. PARASA NAGA SATISH BABU,

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 **27th 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 31st 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. Your 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

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 2016-2020 BATCH

Year	Name of the Student	Branch	Selected For	Package
2020	ATHUKURI SRI LAKSHMI PUJITHA	IT	TCS	3.3LPA
2020	ATMAKURI CHAITANYA	IT	Teamware solutions	1.92LPA
2020	BALA SRI SARASWATI ANNAM	IT	Tech Mahindra	2.6LPA
2020	BANDI DURGAMBIKA	IT	Tech Mahindra	2.6LPA
2020	BASTHATI SRILAKSHMI ISWARYA	IT	HCL	2.6LPA
2020	B LEELA NAGA LAKSHMI LAVANYA	IT	Tech Mahindra	2.6LPA
2020	CHAKKA NIKITHA DURGA	IT	Tech Mahindra	2.6LPA
2020	CHEBROLU KIRAN SAI	IT	Thought Wave info systems India	
2020	CHERUKU SANDHYA	IT	shell pro technologies	2LPA
2020	CHITTURI HARSHA VARDHINI	IT	Born Bengalur	2.8LPA
2020	CHORI DHARANI TEJA	IT	randstad	1.83LPA
2020	DASARI VIJAY	IT	TCS	3.36LPA
2020	DASINENI VAMSI PAVAN KRISHNA	IT	TEQINSEAM Private Limited	2LPA
2020	DEEKOLLU SAI KEERTHI	IT	ALLSEC Technologies limited	1.44LPA
2020	DHULIPALLA SAMYUKTHA	IT	Wipro	3.5LPA
2020	DONAVALLI PRAVALLIKA	IT	TELUS Internation Digital Solutions	3LPA
2020	GANGAVARAPU SRIKANTH REDDY	IT	Infosys	3LPA
2020	INAPAKUTHIKA SUSHMITHA	IT	Accenture Solutions pvt ltd	4.5LPA
2020	KAKARAPARTHI SUPRAJA	IT	Accenture Solutions pvt ltd	4.5LPA
2020	KAKUMANI RAMYA	IT	Virtusa	4.0 LPA
2020	KAMINENI MAHESH BABU	IT	Cognizant	4.1LPA
2020	KANUMURI PRASANTHI	IT	Tech Mahindra	2.6LPA
2020	KATINENI TRIVENI	IT	Efftronics	3.9LPA
2020	KOLLI ANJANI	IT	Aquila college of medical, scribingshell pro technologies	2LPA
2020	KONA PAVAN SURENDRA	IT	Virtusa	4LPA
2020	KONERU LIKITHA	IT	shell pro technologies	2LPA
2020	KOSURU SHAMILI DEVI	IT	ACHERON	3.9LPA
2020	KOTHA HARSHITHA	IT	Shellpro;ALLSEC Technologies limited	2LPA
2020	KUCHIPUDI AKHILESWAR	IT	Born Bengalur	2.8 LPA
2020	MALLAMPATI DURGA MANVITHA	IT	L-cube innovative solutions pvt ltd	2.4LPA
2020	MALLELA PADMAVATHI	IT	Mphasis;Tech Mahindra	2.6LPA
2020	M SOMA SEKHARA KARTHEEK	IT	INFOSYS	3.0 LPA
2020	MARRAPU YESU RAJU	IT	INFOSYS	3.0 LPA

ar	Name of the Student	Branch	Selected For	Package
2020	MERUGUMALA PRIYANKA	IT	Accenture Solutions pvt ltd	4.5LPA
2020	NAKKA VEERA MANIKANTA	IT	TCS	3.3LPA
2020	NAVAKOTLA HEMALATHA	IT	Accenture Solutions pvt ltd	4.5LPA
2020	NEELA BINDU	IT	ALLSEC Technologies limited	1.44LPA
2020	NEELAGIRI THARUN KUMAR	IT	TELUS Internation Digital Solutions	3.0 LPA
2020	NERUSU RATNA TEJA	IT	Mind tree	3.5LPA
2020	PARASA HARSHA	IT	inno minds	2.4LPA
2020	PARVATHANENI MANOGNA	IT	Infosys	3LPA
2020	POLAREDDY TEJASRI	IT	TCS	3.5LPA
2020	PRAKERLA YUVA VAMSI KRISHNA	IT	HCL	2.6LA
2020	PULA SRINIVASA RAO	IT	TCS	3.36LPA
2020	PUNATI PHANISRI	IT	TCS	3.3LPA
2020	PURAM REETHIKA	IT	Wipro	3.5LPA
2020	RAMAGANI NAGA PRAVALLIKA	IT	HCL	2.6LA
2020	RAVURI MAHESHBABU	IT	HCL	2.6LA
2020	REMALLI SWAPNA	IT	Accenture Solutions pvt ltd	4.5LPA
2020	SHAIK ABBAS	IT	HCL	2.6LA
2020	SHAIK SHARMILA	IT	Sentini geo sol	2.1LPA
2020	SUDIKONDA ARAVIND	IT	Virtusa	4.0 LPA
2020	TADIVAKA TANUJA	IT	HCL	2.6LA
2020	TALARI PADMA	IT	Cognizant	4.1LPA
2020	TIRUMALASETTY VAMSI KRISHNA	IT	Cognizant	4.1LPA
2020	TIYYAGURA SRIDIVYA	IT	ALLSEC Technologies limited	1.44LPA
2020	TUMMALA GEESHPA	IT	ALLSEC Technologies limited	1.44LPA
2020	VADDEVALLI NANDINI	IT	Intern-Technical consultant	1.8LPA
2020	VANKA SRI LAKSHMI	IT	Capgemini	3LPA
2020	VANKAYALAPATI BALAYOGAIAH	IT	Accenture Solutions pvt ltd	4.5LPA
2020	VENTRAPRAGADA NAGA GEETHIKA	IT	TCS	3.3LPA

HOD, IT
Head of the Department
Information Technology
Seshadri Rao
Gudlavalleru Engineering College
Seshadri Rao Knowledge Village
Gudlavalleru - 521 356, Krishna District, A.P.

16-1201

Ref: TCSL/CT20182483461/1292652/Hyderabad
Date: 04 September 2020

MS. SRI LAKSHMI PUJITHA ATHUKURI
1.1-6-12 Near Patha Samithi Office,
Narasaraopet, Guntur,
Andhra Pradesh-522601.
Tel# 919398564348

Sub: Joining Letter

Dear Ms. Sri Lakshmi Pujitha Athukuri,

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 **24th September 2020** and your training location is **Hyderabad** . We are pleased to inform you that your work location is **HYDERABAD** and your stream is **IT** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

Tata Consultancy Services, Synergy Park – CMC Non SEZ Centre,
Old Mumbai Highway,Gachibowli, Hyderabad, Telangana.,
Land mark: Opposite to DLF building,
Hyderabad, Telangana-500019.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Ramakanth Kotla
Phone: 04066674999
Email Id: ramakanth.kotla@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

16-1202

teamware solutions

To,
Ms. Atmakuri Chaitanya
Hyderabad.

24-Sep-2021

Dear Atmakuri Chaitanya,

This has reference to the various discussions we had for an employment with us. We are pleased to extend an offer of employment on the following terms and conditions.

1. You would be designated as **"Trainee - Talent Acquisition"**
2. You would join us on or before **"24th September 2021".**
3. Your CTC per month will be **Rs.16,000 /-(Rupees Sixteen Thousand Only).**

Components	Monthly	Annual
Basic	8543	102516
House Rent Allowance	3417	41004
Conveyance Allowance	1092	13104
Bonus	1186	14232
Provident Fund (Employer contribution)	1299	15588
E.S.I (Employer contribution)	463	5556
Total CTC (A)	**16000**	**192000**
Provident Fund (Employer contribution)	1299	15588
E.S.I (Employer contribution)	463	5556
Total (B)	**1762**	**21144**
Gross Pay C (A-B)	**14238**	**170856**
Deductions		
Provident Fund (Employee contribution)	1299	15588
E.S.I (Employee contribution)	107	1284
Professional Tax	0	0
Total D	**1406**	**16872**
Net Pay (C-D)	**12832**	**153984**

teamware solutions
(a division of Quantum Leap Consulting Pvt. Ltd)
3 & 4, 6th Floor, Kasi Arcade, 116, Thyagaraya Road, T.Nagar, Chennai - 600 017.
INDIA. Tel : 91 - 44 - 4012 8888 www.teamwaresolutions.net
CIN No: U74140TN2003PTC050331

16-1203

M

TechM - Submit your Application Form

1 message

<ECampusTechM_doNotReply@techmahindra.com>
To: annamsaraswathi@gmail.com

Tue, 28 Jan, 2020 at 12:37 PM

Dear BALASRI SARASWATI ANNAM,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

========== 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://tim.techmahindra.com/tim/disclaimer.html internally within TechMahindra. ==========

16-1204

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.

8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.

9. You are required to join on **03-SEP-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.

10. You are requested to report to **Parminder Kaur** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA LTD, TMLW, PLOT NO. 22 - 25 & 27 TO 34, HITECH CITY LAYOUT, MADHAPUR, RANGA REDDY DISTT, TELANGANA 500081**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.

11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **03-SEP-2021.**

For Tech Mahindra Limited

R Krishna

Krishna Ramaswami
Head - Resource Management Group

Encl: **Annexure-A & B**(Salary Structure, **Annexure-C** Important / Indicative Terms & Conditions of Employment, **Annexure-D** Check List of Documents, **Annexure-E** Confidentiality Agreement, **Annexure-F** Medical Self Declaration, **Annexure G** Intellectual property Assignment, **Annexure-H** ? General Covenant, **Annexure - I** Acknowledgement, **Annexure J** Indemnity bond

Date: 03-09-2021

Signature: B. Durgambika
Bandi Durgambika

Great Place To Work. Certified FEB 2020–JAN 2021 INDIA
More reasons to #lovetobeTechM

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

ANNEXURE - A

NAME	**Ms Bandi Durgambika**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**HYDERABAD**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67541
HRA (@50% OF BASIC)	33771
BONUS / STATUTORY BONUS	24000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8105
FLEXIBLE COMPONENTS OF TFP	91718
TOTAL FIXED PAY.....(A)	**225135**
TOTAL VARIABLE PAY (TVP). ..... (B)	**25015**
ADDITIONAL BENEFITS. ..... (C)	**9850**
GRATUITY	3249
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	6601
TOTAL COST TO COMPANY. .....(D) = (A) + (B) + (C)	**260000**

1. **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.

2. **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...)

B. Durgambika

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More reasons to #lovetobeTechM

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

16—1206

OFFER AND APPOINTMENT LETTER

Offer Release Date: January 24, 2022

BASTHATI SRILAKSHMI ISWARYA
2-94 SINGAVARAM, PENUMALLI,
SANKARSHANAPURAM POST Krishna,
Andhra Pradesh, India, 521158

Dear BASTHATI SRILAKSHMI ISWARYA,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that you have been selected for employment with **HCL Technologies Ltd. (herein referred as "HCL" or "Company")** as **SOFTWARE ENGINEER** at band E1.

Your date of joining in HCL will be considered as **January 24, 2022** for all employment related purposes.

You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in Annexure 1. The compensation will be effective from **January 24, 2022** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter.

Annexure I provides details on the various salary components and benefits that we offer you as a part of the HCL family.

The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.

Welcome to our Organization! We look forward to a mutually fruitful association.

For **HCL Technologies Ltd.**

SIGNATURE OF EMPLOYEE:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

ANNEXURE I

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.

- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

VARIABLE PAY

SIGNATURE OF EMPLOYEE:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	**Particulars (To be submitted to the Recruiter/Online of the BGV link)**
1	**Highest Qualification -** Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	**Permanent/Current Address Proof** – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	**Previous Employer** – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	**Identity Verification -** Copy of valid passport and PAN card required

Additional documents (To be submitted on request – Only if required)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

1. The information provided in Resume and background verification form must be same.
2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)		
S. No	**Document Name**	**Number of Photocopies**
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1

SIGNATURE OF EMPLOYEE:

16-1210

Dear Applicant,

This is with reference to your application for the post of Associate Software Engineer.

Considering the current business demand, Tech Mahindra would offer you a minimum 3 months of unpaid virtual internship, before considering you for an employment opportunity.

During this internship, you may have to upskill yourself based on the upskilling recommendations by the Tech Mahindra project team/ learning team, however you agree that such upskilling shall be in self-learning, self-funded mode, and may not be a formal training by Tech Mahindra. The internship would involve project shadowing, working on internal projects for Tech Mahindra, etc.

On successful completion of the internship, Tech Mahindra may, at its sole discretion, offer you an employment opportunity.

So, if you are agree for above terms and conditions; then please send the duly filled and signed Internship Request to fresherquery@techmahindra.com in the format attached on or before 2nd Nov, 2020. Subject line should be "INTERNSHIP REQUEST - <<TECHM USER ID>>" (eg. INTERNSHIP REQUEST – 1234TM5673).

Please note that the internship request will not be considered as valid if,

Information provided is incomplete and not correct
Request letter is not signed
Subject line is NOT as per the given format

DO NOT share this mail and/or internship request form with anyone else. If we observe/come across any such case then your candidature would stand cancelled.

(6)

16-121

Tech Mahindra

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 839093/1973544/ELTP

26-NOV-2021

Ms. Nikitha Nikitha Durga Chakka
Jaggayyapet (Ap) - 521457
Mobile: 9492323218

Subject: Offer of Appointment

Dear **Ms. Nikitha Nikitha Durga Chakka**

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.

Great Place To Work. Certified FEB 2020–JAN 2021 INDIA

More reasons to #lovetobeTechM

TWSS HRD

Transforming Our Business Capital "YOU"

"We are an Equal Opportunity and E-Verify participating employer"

SECURITY NOTICE:
This communication, including any accompanying document(s), is for the sole use of the intended recipient and may contain confidential information. Unauthorized use, distribution, disclosure or any action taken or omitted to be taken in reliance on this communication is prohibited, and may be unlawful. If you are not the intended recipient, please notify the sender (admin@thoughtwavesoft.com) by return e-mail or telephone (630-448-6681) and permanently delete or destroy all electronic and hard copies of this e-mail.

16481A1214

SHELL PRO Technologies

Pyramid House, 1st Floor
Beside Modern Mart, Eluru Road
Machavaram, VIJAYAWADA, A.P.- 520 004.
email: info@shellprotechnologies.com
Mobile: 7989814011

DATE- FEB 9, 2020.

Dear SANDHYA CH,

WELCOME TO SPT

We refer to the discussions you had with us for an opening in our Client. We are pleased to offer you as JR.SOFTWARE DEVELOPER. Position in our Client. Your Emoluments fixed would be Rs.1,40,000/- PA To 2,00,000 Total Cost to Company (Approx.) After Completing your Training Period of Working 45 Days and after clearing a final Screening Test.

Your Working location will be at Our Clients or our Partner's Clients in Entire south india location.
You are here by requested to report on or before 30th MAY 2020 at Vijayawada Branch.

We would require you to submit the following documents and information to Human Resources at the Time of Joining.

1. All Certificates & Marks Card starting from 10th, Pre-Degree, Graduation, and Post- Graduation (T&C) Apply.
2. Experience / Relieving Letters from the first Employment till date.
3. Recent pay slips with authorized signatory from the last employer.
4. Photocopies of your Address & Identity proof.
5. Engineer should have to carry his/her own laptop.

NOTE : Company will never encourage any commericial payment except document verification.

FROM SHELL PRO TECHNOLOGIES

HR MANAGER OPERATIONS

SHELL PRO TECHNOLOGIES

16-1217

BORN
BENGALURU

BORNOFFER/2021/462

07-Jul-21

Chitturi Harsha Vardhini,
1-184, Padamatipalem,
Kalidindi, Krishna,
Andra Pradesh - 521344.

Offer Letter

Dear **Harsha,**
Welcome to **BORN!**

We are pleased to offer you the position and role of **Software Engineer - Trainee**. We strongly believe that your competence, coupled with the opportunities at BORN will be a winning team. Within 30 days of the Commencement Date, your Reporting Manager will provide you with all details of your principal duties & responsibilities (KRA) that would be required of you for your employment.

Your compensation break-up is provided in the next page. A detailed appointment letter will be given to you on joining. You will be requested to travel to our branch offices or client location depending on the needs of the company. BORN is a growing company, and we are dedicated to provide you opportunities for career development and advancement.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter
2. Your ability to travel abroad for durations required by the company and your role
3. Providing a relieving letter from all your previous employer
4. Providing attested copies of all educational mark sheets and professional certificates
5. Salary certificate from the last employer giving details of monthly and annual emoluments along with Form 16
6. Proof of date of birth
7. Three copies of your latest passport size photographs
8. Photocopy of PAN card

We would be conducting a background and reference check either directly or through a third party. Please be aware that this offer and any subsequent appointment that you receive from BORN will stand cancelled if we decide that the background and reference check are not up to our expectations.

Please sign and return one copy of the offer letter to the undersigned. We would appreciate you joining us around **08-Jul-21** at our **Bengaluru** location.

We look forward to a mutually rewarding, long and a fruitful association.

Sincerely,
Born Commerce Private Limited

Nathan NS
Country Head – Human Resources

Ch. Harsha Vardhini
Read & Accepted:
Date: 8-07-2021

randstad

Staffing | Search & Selection | HR Solutions | Inhouse Services

(10)

16-1218

Date :04/09/2021

To
Chori Dharaniteja
(Code: CAN358737)

Provisional Offer Letter

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Process Executive**. Your services are being deputed to **NVIDIA GRAPHICS PRIVATE LIMITED** on the following terms and conditions:

- Your employment will be valid from **01/09/2021**
- Your Salary CTC will be INR 250,008.00 per annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :

  a. Complete on the Randstad portal:
     - Employee profile form
     - Statutory Nomination forms like ESIC, PF, Mediclaim etc.

  b. Upload proofs of your documents:
     - Government mandated ID proof: Aadhar Card and PAN
     - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
     - Copy of both Educational certificates & Previous employment documents.
     - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.
You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login.
A User guide is also available to help you complete formalities on/before your DOJ.

You shall report for work on **01/09/2021** .In case you fail to join the company by the scheduled date,you would be breaching the contract with the company in which case you agree to pay a penalty equal to 1(one) months Gross salary to the Company.

Please get in touch with us for any queries.
Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.

S. Balakrishnan

Authorized Signatory
Balakrishnan S
Head - HRSSC

Registered Office :
Randstad India Private Ltd
Randstad House,
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,
Nungambakkam, Chennai 600 006.
P +91 (0) 44 66227000 F +91 (0) 44 66227474
www.randstad.in

16-1221

Offer: Computer Consultancy
Ref: TCSL/DT20229559738/Trivandrum
Date: 31/01/2022

Mr. Vijay Dasari
19-58Pratap College Road,
Pamarru,
Pamarru-521157,
Andhra Pradesh.
Tel# -

Dear Vijay 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Vismaya Building 6th Floor, Infopark, Kusumagiri P.O., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicetime: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Vijay 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
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 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

16-12-22

TEQINSEAM Private Limited

Registered Office:
No. 26, Ramarao Layout,
Kattariguppa, BSK – III Stage,
Bengaluru – 560085
Karnataka, INDIA

EMPLOYMENT OFFER LETTER

February 24, 2021

Mr. VAMSI PAVAN KRISHNA DASINENI,
D.No: 2-66/a, Aswaraoaplem (Post),
Avanigadda (Mandal),
Krishna (District),
Andhra Pradesh - 521121.

Email: vamshi.dasineni@gmail.com
Contact No. : +91- 70138-47837 (Mobile)
PAN #: **JBDPK2193D**

Dear **VAMSI DASINENI,**

With reference to the discussions we had with you, we are pleased to offer you a position in our company as a Full Time Employee (FTE) with the Job Title being - **'Software Associate – Trainee'**, on the following terms & conditions:

1. **Salary & other benefits:**
   Your basic salary and other benefits shall be as per Annexure-1, which forms a part of this Employment offer letter.

2. **Joining:**
   Your appointment becomes effective from the date of your joining the services of the company, which is **March 01, 2021 (Monday).**

3. **General Provisions:**
   The General provisions governing your employment in **TEQINSEAM** will be as per Annexure-2, which also forms a part of this offer letter.

At the time of joining, please submit self-attested photocopies of below mentioned documents:

1. Your passport, degree certificates in support of your educational qualifications.
2. Aadhaar Card
3. Pan Card
4. Two (2) passport size color photographs.
5. Bank account details with IFSC code or one cancelled cheque leaf.

CONFIDENTIAL

Registered Office:
No. 26, Ramarao Layout,
Kattariguppa, BSK – III Stage,
Bengaluru – 560085
Karnataka, INDIA

ANNEXURE – 1

SALARY & OTHER BENEFITS

NAME : **VAMSI PAVAN KRISHNA DASINENI**
POSITION : **"Software Associate - Trainee "**

A total annual remuneration (CTC) of **INR. 2,00,000/- (INR: Two Lakhs Only)** would be paid. The breakup of the total remuneration payable is as given below:

	Monthly Gross	Annual CTC
Basic	4,167	50,000
HRA	1,667	20,000
Special Allowance	7,150	85,800
Travel Conveyance	1,600	19,200
Medical Reimbursement	2,083	25,000
Gross Payout (Before Tax)	**16,667**	**2,00,000**

CONFIDENTIAL

Note:

1. All payments, with statutory deductions as applicable, will be done by means of online fund transfer, and will directly be credited to your bank account on or before 5th of every month, for the previous month's employment.

Acceptance Signature:
Name : **VAMSI PAVAN KRISHNA DASINENI**

16-1223

STRICTLY PERSONAL

Name: GEC

Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. D. Sai Keerthi

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042 + Incentives /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

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;

b. processing my job application including background verification checks;

c. 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
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

9472543

16-122

APPOINTMENT LETTER

16 Jun, 2020

Dear **Dhulipalla Samyuktha**,

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,

Validity unknown
Digitally signed by SUNIL KALACHAR
Date: 2020.06.16 14:10:04 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

9472543

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).

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th 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.

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:**.....

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

9472543

*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.

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 – 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 2020-21.

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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

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.

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India

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C : L32102KA1945PLC020800

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.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Registered Office:
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Sarjapur Road
Bengaluru 560035
India
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F : +91 (80) 2844 0054
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W : wipro.com
C : L32102KA1945PLC020800

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.

16-1226

TELUS International
Digital Solutions

TELUS International
Candor TechSpace, Tower #5, 5th Floor,
Plot No. 20 & 21, Sector 135, Noida - 201305
Tel.: +91-120-4743000
Fax.: +91-120-2461970
www.telusinternational.com

12/23/2021

Ms. Pravallika Donavalli

Noida

Dear Pravallika,

Based on earlier discussions, it is our pleasure to extend the following letter of employment to you with TELUS International (legally registered as Xavient Software Solutions India Pvt. Ltd. and hereinafter referred to as "TELUS International"). We look forward to your joining our dynamic team and welcoming you on board. We believe that your background and experience is an excellent match to our requirement and we are pleased to offer you the position of Network Administration Traineeon a probationary basis with the Company on the following terms and conditions:

Date of Commencement:
Your probationary employment will commence on 12/27/2021and will continue for a period of six months.

Salary:

Your total gross compensation on joining Xavient would be INR ₹300,000.00, Three Lakh Only per annum.

As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute.

"Xavient will incur significant amounts of money for imparting skill enhancing lessons & such other trainings to you. The cost of such training is estimated at Rs. 100,000/- (One Lac). In lieu of said contribution by Xavient, you undertake to associate with Xavient (as a trainee), for a minimum period of 1 year, effective from 12/27/2021. Should the above-mentioned commitment is breached, you undertake to re-imburse the costs of Rs.100,000/- to Xavient, on or before your last day of training. In the event you (or your surety) failed to repay, upon breach, Xavient shall recover it legally from you, solely at your risk and cost."

Your compensation would be subject to tax deductions at source and PF deduction as per applicable laws. PF deduction will be optional in the following cases:-

1) Your basic salary is more than Rs 15000 per month, **and**
2) You have never been a member of PF scheme in any of your previous employment or if you have been a member of PF scheme in any of your previous employment, you have withdrawn PF amount and the same has been credited to any of your bank account before joiningTELUS International .

In case PF deduction is applicable on you on mandatory basis as per law or you voluntarily opt for it, it will be 12 % of qualifying amount (i.e. Rs 15000) by default unless you opt for 12 % of your entire basic salary. In either of the options, employer contribution to PF will form part of your CTC.

You will be on probation for six months from your date of joining as per company policy.

Location:

Your present job location will be Noida.

TELUS International
Digital Solutions

TELUS International
Candor TechSpace, Tower #5, 5th Floor,
Plot No. 20 & 21, Sector 135, Noida - 201305
Tel.: +91-120-4743000
Fax.: +91-120-2461970
www.telusinternational.com

* By checking the "I agree" box provided, you agree to and accept employment with the TELUS International on the terms and conditions set forth in this agreement. You understand and agree that your employment with the Company is at-will.

Salary Breakup:

- Basic Salary Monthly (Rs): ₹10,500.00
- Basic Salary Annual (Rs): ₹126,000.00
- HRA Monthly (Rs): ₹6,300.00
- HRA Annual (Rs): ₹75,600.00
- Conveyance Monthly (Rs): ₹1,600.00
- Conveyance Annual (Rs): ₹19,200.00
- Medical Allowance Monthly (Rs): ₹1,250.00
- Medical Allowance Annual (Rs):₹15,000.00
- Leave Travel Allowance Monthly (Rs): ₹0.00
- Leave Travel Allowance Annual (Rs):
- Employer Contribution to PF Monthly (Rs): ₹1,800.00
- Employer Contribution to PF Annual (Rs): ₹21,600.00
- Employee Contribution to PF Monthly (Rs): ₹1,800.00
- Employee Contribution to PF Annual (Rs): ₹21,600.00
- Employer Contribution to NPS Monthly (Rs): ₹0.00
- Employer Contribution to NPS Annual (Rs):
- Meal Coupon Monthly (Rs): ₹0.00
- Meal Coupon Annual (Rs):
- Special Allowance Monthly (Rs): ₹2,150.00
- Special Allowance Annual (Rs): ₹25,800.00
- Bonus Monthly (Rs): ₹1,400.00
- Bonus Annual (Rs): ₹16,800.00
- **Total Fixed Salary Monthly (Rs):** ₹25,000.00
- **Total Fixed Salary Annual (Rs):** ₹300,000.00

16-1227

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HRD/3T/1000751508/21-22

June 4, 2021

Mr. Srikanth Reddy Gangavarapu
5-4
Main Road
Prakasam andrapradesh-523328
India

Ph: +91-6305219032

Dear Srikanth Reddy,

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: 2021.06.04 15:07:31 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

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	**Mr. Srikanth Reddy Gangavarapu**
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

(17) 16-1229

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:06-Oct-2021

Sushmitha Inapakuthika
C10217607

11-246,KOMALA NAGAR,CHALLAPALLI,CHALLAPALLI MANDAL,KRISHNA DISTRICT,ANDHRA PRADESH,521126.

7386537438

Dear **Sushmitha Inapakuthika,**

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.

candidate's Signature

Reference Id: 2edafcbc-9fe3-402e-8ec1-f0ff768d6caf_1
Signed By: Mahesh Vasudeo Zurale

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#	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 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.

16-1231

16-1231

BE YOURSELF,
MAKE A DIFFERENCE.

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Date:07-May-2021

Supraja Kakaraparthi
C9476858

27-73, Gandhi bomma center, AddankiPrakasam district.

7997615688

Dear **Supraja Kakaraparthi,**

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.

candidate's Signature

Reference Id: 68110d6b-fc93-4b36-981f-38d247861407_1
Signed By: Mahesh Vasudeo Zurale

ttps://mail.google.com/mail/u/0/?tab=rm&ogbl#inbox/FMfcgzGmvTstDfXSZkzFrtpmPRGbRPDw?projector=1&messagePartId=0.1

16-1233

virtusa

September 3, 2021

Ms. Kakumanu Ramya
1-35 Korimerla
Pammaru
Andhra Pradesh
India

DearKAKUMANI RAMYA

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **September 13, 2021**.

You will be based at Virtusa's **Chennai** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.400,000.00/- per annum** as per ***Annexure-I***.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **September 6, 2021**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

N. Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _____

KAKUMANI RAMYA

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : KAKUMANI RAMYA DESIGNATION : Associate Engineer-Technology TIER : Tier 4		
Base Components (A)	**Per Month (in ₹)**	**Per Annum (in ₹)**
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00

Phone & Internet Reimbursement	0.00	0.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	11,112.00	133,339.00
Food Reimbursement	0.00	0.00
Retirement Benefits (C)		
PF - Company's Contribution	1,800.00	21,600.00
Gratuity**	505.00	6,061.00
Fixed Compensation (A + B + C)	30,667.00	368,000.00
Variable Compensation (at 100%) Refer Annexure II for details	2,667.00	32,000.00
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	33,334.00	400,000.00

**LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax regulations of Govt. of India.*
***Gratuity is contributed by the Company and is payable as per the Gratuity Act published by Govt. of India.*

for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

KAKUMANI RAMYA

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Dear KAKUMANI RAMYA

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utilization as per the guidelines below:

1. The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).

2. Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager on a half yearly basis.

3. On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining.

4. H1 payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment.

5. Company' s performance of first half of the year will be applied for H1 payouts while company's performance of the second half of the year will be applied for H2 payouts.

6. Based on your tier, Individual & Company weightages will differ, as given in the table below:

	2D Approach	
	Individual	Company
2 in 1 box	70%	30%
Tier 0	60%	40%
Tier 1	70%	30%
Tier 2	80%	20%
Tier 3 & 4	100%	NA*

2 in 1 box are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, etc. Please check with your manager if you would be playing 2 in 1 box role.

7. Personal Utilization will be the first criteria to determine your payout eligibility. Please refer to PU Policy & Guidelines on the internal policy portal for more details.

Cognizant

16-1235

29-Jun-2020

Dear Kaminenimahesh Babu,
B.Tech/B.E., Information Technology
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385625

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

16-1238

M

TechM - Submit your Application Form

1 message

<ECampusTechM_doNotReply@techmahindra.com>
To: kanumuriprasanthi1998@gmail.com

Tue, Jan 28, 2020 at 12:37 PM

Dear KANUMURI PRASANTHI,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

==========
========== 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://tim.techmahindra.com/tim/disclaimer.html internally within TechMahindra. ==========
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16-123c

efftronics®
To provide insight for enhancing wealth

EFFTRONICS SYSTEMS PVT. LTD.
40-15-9, Brundavan Colony, Vijayawada-520 010, AP, INDIA
✆ +91 (866) 246-6675, 249-3375, Fax: +91 (866) 247-4097
e-mail: info@efftronics.com Website: www.efftronics.com

EFF/HRD/20-21/OFF-RD/110

8-JAN-20

To,

MS KATINENI TRIVENI,
D/O KATINENI JAGGARAO,
D NO: 2-172-1/A,
RAJUGUDEM,
TIRUVURU (MANDAL),
KRISHNA DISTRICT-521235,
ANDHRA PRADESH.



Dear **MS KATINENI TRIVENI,**

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 (Software Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on First Week of **June 2020(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

Verified By
Madhavip

K. Triveni

efftronics®
SYSTEMS PVT. LTD.

Separation:



11. If the Trainee fails to prove himself/herself during the Training period, the company has every right to terminate him/her at that stage itself.
12. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay **Rs. 1,00,000** as the Training cost to the company.
13. At any time during the Training, if the Trainee is found to be **Willfully non-performer** or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline, prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of **Rs.1,00,000/-** from you for the above said act.
14. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

With Regards,
For Efftronics Systems Pvt Ltd,

T B Sankar

(BHAVANI SANKAR T)
VICE-PRESIDENT

Verified By
Madhavip

ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Date:
Place:
Signature of Parent/ Guardian

K Triveni
Signature of candidate

16-1241

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear K.Anjani

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

16-1243

virtusa

December 17, 2021

Mr. Kona Pavan Surendra
Gudlavalleru Engineering College
Gudlavalleru
Andhra Pradesh
India

Dear Kona Pavan Surendra,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **December 20, 2021.**

You will be based at Virtusa's **Bengaluru** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.400,000.00/- per annum** as per ***Annexure-I.***

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **December 20, 2021.**

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

N. Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _____

Kona Pavan Surendra

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Kona Pavan Surendra **DESIGNATION : Associate Engineer-Technology** **TIER : Tier 4**		
Base Components (A)	**Per Month (in ₹)**	**Per Annum (in ₹)**
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00
Phone & Internet Reimbursement	0.00	0.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	11,112.00	133,339.00
Food Reimbursement	0.00	0.00
Retirement Benefits (C)		
PF - Company's Contribution	1,800.00	21,600.00

16-1244

TATA

Ref: TCSL/DT20219137760/1776155/Hyderabad
Date: 17 February 2022

MS. LIKITHA KONERU
5-114, 3rd Block Panchyati Road,
Tadanki, Vuyyuru,
Andhra Pradesh-521256.
Tel# 919912751498

Sub: Joining Letter

Dear Ms. Likitha Koneru,

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 **03rd March 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

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

16-1245

ACHERON

ACHERON SOFTWARE CONSULTANCY PVT. LTD.

PLOT NO. 25 & 26, MEGHANA'S, 4TH FLOOR,
IMAGE GARDENS ROAD, SILICON VALLEY,
MADHAPUR, HYDERABAD- 500081, INDIA

WWW.ACHERON-TECH.COM
+91 40 4855 1939

23rd September 2021

Dear Shamili Devi Kosuru,

It gives me immense pleasure to welcome you to the "Acheron Software Consultancy Pvt. Ltd" Family

Today is the beginning to a new relationship. At Acheron we look at helping our customers through World class services and give seed to new ideas through Vision, Innovation and Creativity. Today we stand at the forefront in Customer services, Support, Technology and Innovation. We need to work together to take this forward. We are proud to associate with the best talents in the country. We are sure that our relationship will help us to meet the challenges ahead.

Once again on this occasion, I welcome you on behalf of Acheron family. I wish you all success in your career with us.

Thanking You,

Yours truly,
For Acheron Software Consultancy Pvt. Ltd,

Jayaprakash K,
Vice President, Professional Services.
Acheron Software Consultancy Pvt. Ltd

16-1246

STRICTLY PERSONAL

Name: GEC

Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. K. Harshitha

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042 + Incentives /- **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-1247

BORN
BENGALURU

BORNOFFER/2021/462

07-Jul-21

KUCHIPUDI AKHILESWAR,
4-67A Voletivaripalem,
Prakasam,
Andra Pradesh - 521344.

Offer Letter

Dear Akhileswar
Welcome to **BORN**!

We are pleased to offer you the position and role of **Software Engineer - Trainee**. We strongly believe that your competence, coupled with the opportunities at BORN will be a winning team. Within 30 days of the Commencement Date, your Reporting Manager will provide you with all details of your principal duties & responsibilities (KRA) that would be required of you for your employment.

Your compensation break-up is provided in the next page. A detailed appointment letter will be given to you on joining. You will be requested to travel to our branch offices or client location depending on the needs of the company. BORN is a growing company, and we are dedicated to provide you opportunities for career development and advancement.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter
2. Your ability to travel abroad for durations required by the company and your role
3. Providing a relieving letter from all your previous employer
4. Providing attested copies of all educational mark sheets and professional certificates
5. Salary certificate from the last employer giving details of monthly and annual emoluments along with Form 16
6. Proof of date of birth
7. Three copies of your latest passport size photographs
8. Photocopy of PAN card

We would be conducting a background and reference check either directly or through a third party. Please be aware that this offer and any subsequent appointment that you receive from BORN will stand cancelled if we decide that the background and reference check are not up to our expectations.

Please sign and return one copy of the offer letter to the undersigned. We would appreciate you joining us around **08-Jul-21** at our **Bengaluru** location.

We look forward to a mutually rewarding, long and a fruitful association.

Sincerely,
Born Commerce Private Limited

Nathan NS
Country Head – Human Resources

Read & Accepted:
Date: 8-07-2021

BORN
BENGALURU

BORNOFFER/2021/468
KUCHIPUDI AKHILESWAR

Salary Components	Monthly CTC	Annual CTC
Basic Salary	9333	112000
House Rent Allowance (HRA)	4667	56000
Leave Travel Allowance	373	4480
Employer's Contribution to Provident Fund	1800	21600
Special Allowance 1	7160	85920
Special Allowance 2	0	0
Variable Pay		
Tenure Bonus*		0
Certification Enhancement Bonus*		0
Performance Bonus*		0
TOTAL CTC		**280000**

**Relocation Bonus: You will be eligible for relocation bonus on INR 15000 (one time bonus) provided you share the supporting bills for the same on your name.*

Your salary will be payable pursuant to the Company's regular payroll policy. Amounts payable to you shall be reduced by required withholdings taxes and other customary and/or authorized deductions.

Your KRA/Goals will be assigned by your respective manager/reporting authority on your date of joining.

16-1249

OFFER OF EMPLOYMENT
(Strictly confidential)

Oct 23rd 2020

MALLAMPATI DURGA MANVITHA
D.No:3-71-1, Opp.Busstand,
Vakkalagadda, challapalli mandal,
Krishna District, AP Pincode:521126

Dear Ms.Durga Manvitha,

With reference to the interview you had with us, we are pleased to offer you the position of **Client care Analyst – Trainee** in our Organization.
Your remuneration would be **INR 2,40,000 /-** (Rupees Two Lakhs and Fourty Thousand only) CTC per Year. You will be on probation for a period of six months and your employment will be confirmed based on your performance.

Your probation is liable to be extended by a further period of three months or part thereof at the discretion of the Management. During the period of employment with us, if your performance is not satisfactory, your services are liable to be terminated without notice.

You shall be governed by the rules and regulations of the company at all times without exception. You shall be eligible for all statutory provisions according to the laws in force from time to time. This offer is subject to successful completion of the agreement tenure.

You will be required to execute a Service Agreement as undertaking to serve the Management for a period of two years from the date of joining. As already accepted during the final interview you are required to furnish us a Bank Guarantee sum of Rs.1,00,000/- (Rupee One Lakh only) valid for two years, which will be returned to you only upon successful completion of the said agreement period .

The following documents should be submitted to the HR Department as per the required format with the necessary supporting documents within 7 days from the date of this offer, failing which your offer remains cancelled:

1. Service Agreement Document
2. Bank Guarantee Document
3. Four passport size & two stamp size photograph
4. ID proof & Address proof (Aadhar and PAN card)
5. Attested copies of Academic / Technical / Educational Qualifications along with originals for verification.

16-1250

Gmail

IT PLACEMENTS <itplacementsinfo@gmail.com>

Fwd: Mphasis-Letter Of Intent!!

SOBHAN BABU <sobhanbabugec2020@gmail.com>
To: itplacementsinfo@gmail.com

Wed, Jul 15, 2020 at 12:09 PM

---------- Forwarded message ---------
From: **Padmavathi Mallela** <mallela.padmavathi01@gmail.com>
Date: Tue, Jul 14, 2020 at 9:49 PM
Subject: Fwd: Mphasis-Letter Of Intent!!
To: <sobhanbabugec2020@gmail.com>

---------- Forwarded message ---------
From: **Mphasis - Campus Hiring** <campushires@mphasis.com>
Date: Mon, Sep 23, 2019, 10:48 PM
Subject: Mphasis-Letter Of Intent!!
To: mallela.padmavathi01@gmail.com <mallela.padmavathi01@gmail.com>
Cc: Shraddha Hande <Shraddha.Hande@mphasis.com>

Ref.No- **MPHTH2020-0948**

Dear Padmavathi Mallela,

College Name: **Gudlavalleru Engineering College, Gudivada.**

Greetings from Mphasis!!

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 **'Trainee Associate Software Engineer'** in **Band 5**, **Level 1** with Mphasis. The gross compensation will be **INR 250,000 /- (Rupees Two lakhs Fifty thousand only) per annum.**
- Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis, your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand 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 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 training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining

Your joining date will be communicated after you clear the above conditions.

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com.**

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 2020 passing out candidates anytime between June 1, 2020 to April 30, 2021. 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

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 and delete this mail from your records.

16-1250

Gmail

IT PLACEMENTS <itplacementsinfo@gmail.com>

Fwd: TechM - Submit your Application Form

SOBHAN BABU <sobhanbabugec2020@gmail.com>
To: itplacementsinfo@gmail.com

Wed, Jul 15, 2020 at 12:09 PM

---------- Forwarded message ---------
From: **Padmavathi Mallela** <mallela.padmavathi01@gmail.com>
Date: Tue, Jul 14, 2020 at 9:52 PM
Subject: Fwd: TechM - Submit your Application Form
To: <sobhanbabugec2020@gmail.com>

---------- Forwarded message ---------
From: <ECampusTechM_doNotReply@techmahindra.com>
Date: Tue, Jan 28, 2020, 12:38 PM
Subject: TechM - Submit your Application Form
To: <mallela.padmavathi01@gmail.com>

Dear MALLELA PADMAVATHI,

Heartiest congratulations on your selection for employment with Tech Mahindra Ltd.!!!

In order to complete your registration process and be eligible for issue of LoI (Letter of Intent) initially and Offer Letter subsequently, you are requested to fill up an Application Form following the link provided below.

Link for submitting application Form - https://onlineassessment.techmahindra.com/registrationform/formlogin.aspx

Important instructions for filling up Application Form:

1. For logging in to the site, you must use your Exam User ID as Login ID and the Password will be your Exam Password. (eg. 101TM0001 is user Id for log in)

2. All details are mandatory. If any detail or matter is not applicable to you, pls mention 'NA' against that detail/matter.

3. Ensure your details are accurate and no spelling mistake is committed by you.

4. Check filled in details thoroughly before you submit the Application Form.

5. If you have any query/encounter any issue, please write to FresherQuery@TechMahindra.com with subject line as "Query/Issue regarding Application Filling - User ID (mention your User ID)". And, in mail mention details of query/issue. Also, leave your contact details like mobile number in the mail

6. Kindly fill in the application form on or before **Tuesday, February 4, 2020.**

Please be noted that you will not be able to fill the application post February 04, 2020 further to which your candidature with Tech Mahindra shall stand null and void.

With Best Wishes,
RMG Campus Team
Tech Mahindra Ltd.

==========
========== 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://tim.techmahindra.com/tim/disclaimer.html internally within TechMahindra. ==========
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16-1251

Infosys®
Navigate your next

HRD/3T/1000751508/21-22

June 4, 2021

Mr.MAMILLAPALLI SOMA SEKHARA KARTHEEK
76-14-254
Police Grounds
Vijayawada andrapradesh-520012
India

Ph: +91-8341344070

Dear MAMILLAPALLI SOMA SEKHARA KARTHEEK,

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: 2021.06.04 15:07:31 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

Infosys®
Navigate your next

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. MAMILLAPALLI SOMA SEKHARA KARTHEEK**
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

16-1254

Infosys®
Navigate your next

HRD/3T/1000751608/21-22

June 4, 2021

Mr. MARRAPU YESU RAJU
1-56/A VELAMA STREET,
BAPULAPADU MANDAL
Krishna andrapradesh-521106
India

Ph: +91- 8897033752

Dear MARRAPU YESU RAJU,

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: 2021.06.04 15:07:31 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

Infosys®
Navigate your next

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. MARRAPU YESU RAJU**
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

16-125-7

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:16-Jun-2021

Merugumala Priyanka
C9638750

4-148,B.C.Colony,opp Ramalayam Temple,Peda PalaParru ,Mudinepalli(Mandal),Krishna(D)

7981321469

Dear **Merugumala Priyanka,**

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.

Reference Id: e8117134-f59d-432a-b7fb-e2c0ba59b85a_1
Signed By: Mahesh Vasudeo Zurale

16-1261

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184439901/Hyderabad
Date: 13/09/2019

Mr. Veera Manikanta Nakka
D.No:1/68,Satuluru,Bantumilli Mandal,Krishna DistrictSatuluru,
Satuluru,
Pedana-521002,
Andhra Pradesh.
Tel# -

Dear Veera Manikanta Nakka,

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 **₹3,36,875/-** 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 &

TATA CONSULTANCY SERVICES
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

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.

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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.

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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

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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

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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

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Annexure 2

Ahmedabad **Lead – ILP** Tata Consultancy Services Limited, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore **Lead - ILP** Tata Consultancy Services Limited, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR **Lead – ILP** Tata Consultancy Services Limited, Barabati, IRC Block, Ground Floor, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai **Lead – ILP** Tata Consultancy Services Limited, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan **Lead - ILP** Tata Consultancy Services Limited, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida **Lead - ILP** Tata Consultancy Services Limited, 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
Guwahati **Lead – ILP** Tata Consultancy Services Limited, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006,Assam	Hyderabad **Lead - ILP** Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad,
INDORE **Lead - ILP** Tata Consultancy Services Limited, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA **Lead - ILP** 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
KOCHI **Lead - ILP** Tata Consultancy Services Limited, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI **Lead - ILP** Tata Consultancy Services Limited, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane West, Thane, Maharashtra - 400606
NAGPUR **Lead - ILP** Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE **Lead - ILP** Tata Consultancy Services Limited, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum **Lead – ILP** Tata Consultancy Services Limited, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581	

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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 filling 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.

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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 of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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16-1263

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Date:05-Oct-2021

Hemalatha Navakotla
C10211714

Door No : 16/6, Satyanarayana Puram, Near Chinnaramalayam, Gudivada-521301, Krishna District, Andhra Pradesh.

6303984922

Dear **Hemalatha Navakotla,**

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.

Reference Id: 71a4b511-45b9-4d85-b9a2-2c8210cc9fe4_1
Signed By: Mahesh Vasudeo Zurale

16-1204

STRICTLY PERSONAL

Name: GEC

Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. N. Bindu

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042/- +Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-1265

TELUS International
Digital Solutions

TELUS International
Candor TechSpace, Tower #5, 5th Floor,
Plot No. 20 & 21, Sector 135, Noida - 201305
Tel.: +91-120-4743000
Fax.: +91-120-2461970
www.telusinternational.com

12/24/2021

Mr. NEELAGIRI THARUN KUMAR

Noida

Dear THARUN KUMAR,

Based on earlier discussions, it is our pleasure to extend the following letter of employment to you with TELUS International (legally registered as Xavient Software Solutions India Pvt. Ltd. and hereinafter referred to as "TELUS International"). We look forward to your joining our dynamic team and welcoming you on board. We believe that your background and experience is an excellent match to our requirement and we are pleased to offer you the position of Network Administration Traineeon a probationary basis with the Company on the following terms and conditions:

Date of Commencement:
Your probationary employment will commence on 12/27/2021and will continue for a period of six months.

Salary:

Your total gross compensation on joining Xavient would be INR ₹300,000.00, Three Lakh Only per annum.

As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute.

"Xavient will incur significant amounts of money for imparting skill enhancing lessons & such other trainings to you. The cost of such training is estimated at Rs. 100,000/- (One Lac). In lieu of said contribution by Xavient, you undertake to associate with Xavient (as a trainee), for a minimum period of 1 year, effective from 12/27/2021. Should the above-mentioned commitment is breached, you undertake to re-imburse the costs of Rs.100,000/- to Xavient, on or before your last day of training. In the event you (or your surety) failed to repay, upon breach, Xavient shall recover it legally from you, solely at your risk and cost."

Your compensation would be subject to tax deductions at source and PF deduction as per applicable laws. PF deduction will be optional in the following cases:-

1) If Your basic salary is more than Rs 15000 per month, **and**
2) You have never been a member of PF scheme in any of your previous employment or if you have been a member of PF scheme in any of your previous employment, you have withdrawn PF amount and the same has been credited to any of your bank account before joiningTELUS International .

In case PF deduction is applicable on you on mandatory basis as per law or you voluntarily opt for it, it will be 12 % of qualifying amount (i.e. Rs 15000) by default unless you opt for 12 % of your entire basic salary. In either of the options, employer contribution to PF will form part of your CTC.

You will be on probation for six months from your date of joining as per company policy.

Location:

Your present job location will be Noida.

TELUS International
Digital Solutions

TELUS International
Candor TechSpace, Tower #5, 5th Floor,
Plot No. 20 & 21, Sector 135, Noida - 201305
Tel.: +91-120-4743000
Fax.: +91-120-2461970
www.telusinternational.com

As discussed, you would be required to commute on your own during normal office timings. While working in shifts (which starts either before 8 am or ends after 8 pm) you will be provided with cab (to only Noida region).

This offer of employment is based on the premise that all information given by you in your resume and in our discussions is correct and verifiable, and that you deem yourself to be medically fit for this position.

At the time of joining, you will be given a formal letter of appointment which will detail all terms and conditions of employment.

You are requested to carry following original documents along with their self-attested copies at the time of joining:

1. Education and training certificates
- 10th & 12th Mark Sheets and Passing Certificates.
- Graduation Degree & Mark Sheets (All Semesters).
- Post-Graduation Degree & Mark Sheets (All Semesters).
- Training/Course certificates (If any).

2. All previous employer certificates:
- Appointment Letter.
- Appraisal Letters (If Any).
- Experience Letter / Relieving Letter.
- Salary Slips for the current financial year irrespective of employer(s)/ Salary Certificate/Corporate Bank Account statement (salary) (2 Copies).

3. Copy of PAN Cards (2 copies)

4. Copy of passport

5. Copy of visa (if any)

6. Aadhaar Card (Mandatory)
Proof of Current Residence and Permanent Residence.

7. 7 passport size Photographs

If the above offer is acceptable to you, you are requested to please formally indicate the same by providing us with a signed copy of this letter. Once again, we look forward to welcoming you to TELUS Internationaland hope for a long term and mutually beneficial association.

Best Regards,
Talent Acquisition Team

TELUS International
Digital Solutions

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12/24/2021

Mr. NEELAGIRI THARUN KUMAR

Noida

Dear THARUN KUMAR,

Based on earlier discussions, it is our pleasure to extend the following letter of employment to you with TELUS International (legally registered as Xavient Software Solutions India Pvt. Ltd. and hereinafter referred to as "TELUS International"). We look forward to your joining our dynamic team and welcoming you on board. We believe that your background and experience is an excellent match to our requirement and we are pleased to offer you the position of Network Administration Traineeon a probationary basis with the Company on the following terms and conditions:

D of Commencement:
Your probationary employment will commence on 12/27/2021and will continue for a period of six months.

Salary:

Your total gross compensation on joining Xavient would be INR ₹300,000.00, Three Lakh Only per annum.

As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute.

"Xavient will incur significant amounts of money for imparting skill enhancing lessons & such other trainings to you. The cost of such training is estimated at Rs. 100,000/- (One Lac). In lieu of said contribution by Xavient, you undertake to associate with Xavient (as a trainee), for a minimum period of 1 year, effective from 12/27/2021. Should the above-mentioned commitment is breached, you undertake to re-imburse the costs of Rs.100,000/- to Xavient, on or before your last day of training. In the event you (or your surety) failed to repay, upon breach, Xavient shall recover it legally from you, solely at your risk and cost."

Your compensation would be subject to tax deductions at source and PF deduction as per applicable laws. PF deduction will be optional in the following cases:-

1, Your basic salary is more than Rs 15000 per month, **and**
2) You have never been a member of PF scheme in any of your previous employment or if you have been a member of PF scheme in any of your previous employment, you have withdrawn PF amount and the same has been credited to any of your bank account before joiningTELUS International .

In case PF deduction is applicable on you on mandatory basis as per law or you voluntarily opt for it, it will be 12 % of qualifying amount (i.e. Rs 15000) by default unless you opt for 12 % of your entire basic salary. In either of the options, employer contribution to PF will form part of your CTC.

You will be on probation for six months from your date of joining as per company policy.

Location:

Your present job location will be Noida.

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Digital Solutions

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Tel.: +91-120-4743000
Fax.: +91-120-2461970
www.telusinternational.com

* By checking the "I agree" box provided, you agree to and accept employment with the TELUS International on the terms and conditions set forth in this agreement. You understand and agree that your employment with the Company is at-will.

Salary Breakup:

- Basic Salary Monthly (Rs): ₹10,500.00
- Basic Salary Annual (Rs): ₹126,000.00
- HRA Monthly (Rs): ₹6,300.00
- HRA Annual (Rs): ₹75,600.00
- Conveyance Monthly (Rs): ₹1,600.00
- Conveyance Annual (Rs): ₹19,200.00
- Medical Allowance Monthly (Rs): ₹1,250.00
- Medical Allowance Annual (Rs):₹15,000.00
- Leave Travel Allowance Monthly (Rs): ₹0.00
- Leave Travel Allowance Annual (Rs):
- Employer Contribution to PF Monthly (Rs): ₹1,800.00
- Employer Contribution to PF Annual (Rs): ₹21,600.00
- Employee Contribution to PF Monthly (Rs): ₹1,800.00
- Employee Contribution to PF Annual (Rs): ₹21,600.00
- Employer Contribution to NPS Monthly (Rs): ₹0.00
- Employer Contribution to NPS Annual (Rs):
- Meal Coupon Monthly (Rs): ₹0.00
- Meal Coupon Annual (Rs):
- Special Allowance Monthly (Rs): ₹2,150.00
- Special Allowance Annual (Rs): ₹25,800.00
- Bonus Monthly (Rs): ₹1,400.00
- Bonus Annual (Rs): ₹16,800.00
- **Total Fixed Salary Monthly (Rs):** ₹25,000.00
- **Total Fixed Salary Annual (Rs):** ₹300,000.00

Mindtree
A Larsen & Toubro Group Company

16-1266.

Date:31-Oct-2019

To

Ratna Nerusu
CHENNAI

Dear Ratna Nerusu,

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 competency Level 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 65% aggregate in the degree. Aggregate is calculated as follows:

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

Aggregate % = 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 are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

N. Ratna Teja

N.Ratna Teja | Nov 4, 2019

Mindtree Ltd.
RVCE Post, Mysore Road
Bangalore 560 059
T +91 80 6706 4000
F +91 80 6706 4100
W www.mindtree.com

Candidate No: TN/8001202/19

Annexure 2

Compensation stack effective from the date of confirmation

Name : **Ratna Nerusu**

Competency : **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	90,000
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,000
Allowance in Lieu of Reimbursement	1,764
Annual Gross	**308,004**
Bonus**	42,000
Annual Cost to Company	**350,004**

*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.

N. Ratna Teja
N.Ratna Teja (Nov 4, 2019)

16-1273

Innominds

September 16, 2021

Parasa Harsha
harshaparasa1512@gmail.com
+91 8686435040

Dear **Parasa Harsha,**

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. 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. You are date of joining is on **17th September 2021** and your requested to report at 10 A.M, Waverock Gachibowli

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 look forward for a long-term association!!!

Thanking you,
Pallavi Garimella
Director – Human Resources

Continued.....

17-127

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HRD/1002031082/21-22

June 10, 2021

Ms. Manogna Parvathaneni
Remalle Near Hanuman Junction ,,,Drno:1-45
Dr No:1-45
Vijayawada-521110
India

Ph: +91-6304212672

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 **14-Jun-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.

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Navigate your next

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Manogna Parvathaneni**
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

16-1278

Ref: TCSL/DT20184439904/1301464/Hyderabad
Date: 18 November 2020

MS. TEJA SRI POLAREDDY
10-59 Ravi Chettu Center,
Nunna, Vijayawada,
Andhra Pradesh-521212.
Tel# 917989005207

Sub: Joining Letter

Dear Ms. Teja Sri Polareddy,

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 **26th November 2020** , 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

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, Kariavattom 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): L22210MH1995PLC084781

16-1279

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER AND APPOINTMENT LETTER

Offer Release Date: January 24, 2022

PRAKERLA YUVA VAMSI KRISHNA
D.no: 1-17, Prakerla, Pamarru
(MD) Krishna (DT),, Krishna,
Andhra Pradesh, India, 521158

Dear PRAKERLA YUVA VAMSI KRISHNA,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that you have been selected for employment with **HCL Technologies Ltd. (herein referred as "HCL" or "Company")** as **SOFTWARE ENGINEER** at band E1.

Your date of joining in HCL will be considered as **January 24, 2022** for all employment related purposes.

You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in Annexure 1. The compensation will be effective from **January 24, 2022** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter.

Annexure I provides details on the various salary components and benefits that we offer you as a part of the HCL family.

The general terms and conditions governing your employment are outlined in **Annexure II.**

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.

Welcome to our Organization! We look forward to a mutually fruitful association.

For **HCL Technologies Ltd.**

P.Y.Vamsi krishna

SIGNATURE OF EMPLOYEE:

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

ANNEXURE I

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

16-1280

Offer: Computer Consultancy
Ref: TCSL/DT20184439885/Hyderabad
Date: 13/09/2019

Mr. Srinivasarao Pula
12/50Tippapalem,
Near Oilbunk,
Vijayawada-521120,
Andhra Pradesh.
Tel# 91-9346430971

Dear Srinivasarao Pula,

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 **₹3,36,875/-** 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 &

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

12-1281

Offer: Computer Consultancy
Ref: TCSL/DT20184439869/Hyderabad
Date: 13/09/2019

Ms. Phanisri Punati
1-4-1Bramhamgari Gudi Street,
Kukkapallivari Palem (Veluru),
Chilakaluri Pet-522619,
Andhra Pradesh.
Tel# 91-7730032638

Dear Phanisri Punati,

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 **₹3,36,875/-** 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.

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TATA CONSULTANCY SERVICES
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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

16-1282

wipro

APPOINTMENT LETTER

11 Jun, 2020

Dear **Puram Reethika,**

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,

Validity unknown
Digitally signed by SUNIL KALACHAR
Date: 2020.06.11 14:17:59 IST
Reason: Campus Offer Letter
Location: Bengaluru

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

9250096

16-1283

41

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: February 8, 2021

Dear Ramagani Naga Pravallika,
19-123 /4,Chilakalapudi, Machilipatnam, Machilipatnam,
Andhra Pradesh, India, 521002

Dear **Ramagani Naga Pravallika,** service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **February 9, 2021** at 9:00 A.M at the following address **Nagpur SEZ - Tower 2-U4-All Floors** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

HCL TECHNOLOGIES LTD.
Corporate Identification Number: L74140DL1991PLC046369
B-39, Sector 1, NOIDA 201 301, UP, India.
T: +91 120 4024700, 3337000 F: +91 120 2425833
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Annexure 1

COMPENSATION PLAN

Name	**Ramagani Naga Pravallika**
Band	E1
Designation	Software Engineer
City	Nagpur
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	**271,107**
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	**40,393**
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	**38,500**
COST TO COMPANY	**3,50,000**
Flexi Basket Details	**Max Sub limits (p.a.)**
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-

Signature of Employee:

16-1284

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: March 19, 2021

Dear Ravuri Maheshbabu,
4-50,Ravinuthala,Prakasam, Andhra Pradesh - 52321, Prakasam,
Andhra Pradesh, India, 52321

Dear **Ravuri Maheshbabu,**

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd **(herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **March 22, 2021** at 9:00 A.M at the following address **BengaluruSEZ-Tower2-1F to 4F .**Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 2,60,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs.** This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

Signature of Employee:

HCL

HCL TECHNOLOGIES LTD.
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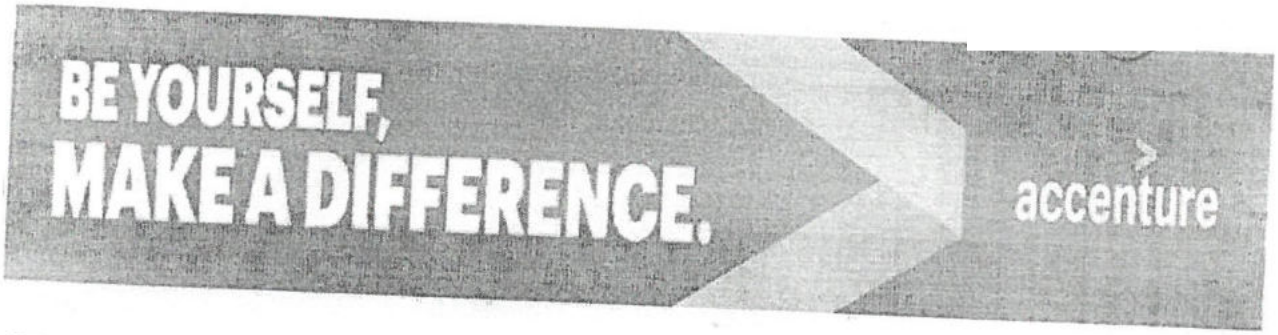
Annexure 1

COMPENSATION PLAN	
Name	**Ravuri Maheshbabu**
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,316
House Rent Allowance	209
Advance Statutory Bonus	3,063
Holiday Allowance	-
Food Wallet	-
Flexi Basket*	-
Compensatory Allowance	-
TOTAL: Monthly	18,588
TOTAL: Monthly Components : Annualized	**223,057**
Retirals & Other Benefits (in INR)	
Provident Fund	22,055
Medical Insurance Premium/ESIC	6,055
Gratuity	8,836
TOTAL : Retirals	**36,946**
Variable Components (in INR)	
Performance Bonus (in Rs.)	-
Engagement PB (paid monthly) @ 100% achievement levels	-
TOTAL: Variable Components	-
COST TO COMPANY	**260,003**

Signature of Employee:

16-1285



08-Nov-2021

C5737406

SWAPNA REMALLI
R Swapna, D/no:17/380-9-A, Mandapadu Colony, Gudivada 521301
Management Level - 13
Sublevel - 3

Job Profile - Business Operations New Associate
Job Family Group - Program, Project & Service Mgmt
Business Deal - Digital Operations

Dear SWAPNA,

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' or 'Accenture') in our Accenture Operations Delivery Center, 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 in our Accenture Operations Delivery Centers in India 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'.

Reference Id: 9fdd112c-d6ae-412d-baf1-f4f53fa4c165_2
Signed By: Jal Rumi Master

Candidate's Signature R. Swapna

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
(A) Annual Fixed Compensation*	Annual(INR)	
	INR 165000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 165000	INR 191400

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

-Annual fixed compensation of **INR 165000/-**; 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 FY22 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

Candidate's Signature R. Swapna

16-1287

HCL TECHNOLOGIES LTD.
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www.hcltech.com
www.hcl.com

OFFER AND APPOINTMENT LETTER

Offer Release Date: April 2, 2021

Shaik Abbas
D No 1-211/1, Sai Nagar Colony, PVSR public school, Vijayawada,
Andhra Pradesh, India, 521137

Dear Shaik Abbas,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that you have been selected for employment with **HCL Technologies Limited(2310) (herein referred as "HCL" or "Company")** as **SOFTWARE ENGINEER** at band E1.

Your date of joining in HCL will be considered as **April 5, 2021** for all employment related purposes.

You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in Annexure 1. The compensation will be effective from **April 5, 2021** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter.

Annexure I provides details on the various salary components and benefits that we offer you as a part of the HCL family.

The general terms and conditions governing your employment are outlined in **Annexure II.**

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.

Welcome to our Organization! We look forward to a mutually fruitful association.

For **HCL Technologies Ltd.**

St. Abbas
SIGNATURE OF EMPLOYEE:

16-1294

virtusa

September 3, 2021

Mr.SUDIKONDA ARAVIND
32-25-51 Appala Naidu Street
Vijayawada
Andhra Pradesh
India

Dear SUDIKONDA ARAVIND

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Engineer-Technology**
2. Tier : **Tier 4**

Your date of joining would be **September 13, 2021**.

You will be based at Virtusa's **Chennai** office. You will be on probation from your date of joining for a period of twelve months. You will continue to do so until the company confirms your services, in writing, based on your conduct and performance during this period meeting the standards of the Company. You would need to serve a notice period of two months during probation and three months on or after confirmation, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.400,000.00/- per annum** as per ***Annexure-I***.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **September 6, 2021**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

N. Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

I hereby accept employment on the terms set forth in this Letter as of this _____ day of _____

SUDIKONDA ARAVIND

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME :SUDIKONDA ARAVIND DESIGNATION : Associate Engineer-Technology TIER : Tier 4		
Base Components (A)	**Per Month (in ₹)**	**Per Annum (in ₹)**
Basic	10,500.00	126,000.00
HRA	5,250.00	63,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	0.00	0.00

Phone & Internet Reimbursement	0.00	0.00
Advance Statutory Bonus**	1,500.00	18,000.00
Special Allowance	11,112.00	133,339.00
Food Reimbursement	0.00	0.00
Retirement Benefits (C)		
PF - Company's Contribution	1,800.00	21,600.00
Gratuity**	505.00	6,061.00
Fixed Compensation (A + B + C)	30,667.00	368,000.00
Variable Compensation (at 100%) Refer Annexure II for details	2,667.00	32,000.00
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	33,334.00	400,000.00

**LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax regulations of Govt. of India.*
***Gratuity is contributed by the Company and is payable as per the Gratuity Act published by Govt. of India.*

for Virtusa Consulting Services Pvt Ltd, India,

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Sudikonda Aravind

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Dear Mr. SUDIKONDA ARAVIND,

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utilization as per the guidelines below:

1. The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).

2. Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager on a half yearly basis.

3. On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining.

4. H1 payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment.

5. Company' s performance of first half of the year will be applied for H1 payouts while company's performance of the second half of the year will be applied for H2 payouts.

6. Based on your tier, Individual & Company weightages will differ, as given in the table below:

	2D Approach	
	Individual	Company
2 in 1 box	70%	30%
Tier 0	60%	40%
Tier 1	70%	30%
Tier 2	80%	20%
Tier 3 & 4	100%	NA*

2 in 1 box are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, etc. Please check with your manager if you would be playing 2 in 1 box role.

7. Personal Utilization will be the first criteria to determine your payout eligibility. Please refer to PU Policy & Guidelines on the internal policy portal for more details.

HCL TRAINING & STAFFING SERVICES PVT. LTD.
Registered Office: 806, Siddharth, 96 Nehru Place, New Delhi-110019, INDIA
www.hcltss.com

16-1291

LETTER OF INTENT – HCL TSS TRAINING PROGRAM

Date: April 13,2021

ADMISSION TO HCL TSS TRAINING PROGRAM

REFERENCE ID – HCL/TSS-VJW/0421/011

Dear Tadivaka Tanuja,

Address: door no:19/199, vaddevari street,Bethavolu,Gudivada,Krishna,Andhra Pradesh.

HCL Training & Staffing Services Pvt Ltd, (hereinafter referred to as "Company") is pleased to offer you an admission into the **6 months Training Program** commencing on **April 15,2021** and training will be conducted at the nearest HCL office or in Virtual mode.
The **6** months training program comprises Classroom Training that involves job-readiness skills training. Owing to the current circumstances, training may be imparted through online mode or physical mode as per the conditions.
Enrolment to the Training Program is subject to the terms and condition as laid down below:

a) The program fee of **INR 1,77,000 /*- (Program fee Rs. 1,50,000/- + Rs. 27,000/- tax)** is required to be deposited as per one of the below payment modes

Payment schedule	**Amount**
Payment Option 1: Self Payment	
Initial payment (within 3 days of receipt of Offer Letter	INR 35,400/-
Before Training Start	INR 1,41,600/-
Total *(inclusive of taxes)	INR 1,77,000
Payment Option 2: Bank Loan (Option 1)	
Initial payment (within 3 days of receipt of Offer Letter	INR 35,400/-
Sanction letter and loan disbursement by Bank (within day 45 of CRT)	INR 1,41,600/-
Total *(inclusive of taxes)	INR 1,77,000
Payment Option 3: Bank Loan (Option 2)	
Initial payment Instalment 1(within 3 days of receipt of Offer Letter)	INR 11,800/-
Initial payment Instalment 2 (Day 15 of CRT)	INR 11,800/-
Initial payment Instalment 3 (Day 45 of CRT)	INR 11,800/-
Sanction letter and loan disbursement by Bank (within day 45 of CRT)	INR 1,41,600/-
Total *(inclusive of taxes)	INR 1,77,000

16-1296

Cognizant

Dear Padmatalari ,

Greetings from Cognizant!

We are glad to share the DATE OF JOINING INTIMATION MAILER with your Date of Joining and job location details.

Date of Joining: 12th Dec 2020; Job Location: Chennai

Due to current travel restriction and other parameters, your onboarding process will be virtual. Detailed steps about virtual onboarding process will be shared in a separate mail. You need not travel to the job location or any Cognizant office for onboarding or training or project work until further notice from us. **Kindly ignore the automated system SMS which you may receive one day before DOJ asking to report to office for onboarding.**

Kindly accept this Date Intimation only if you are currently residing within India and have access to laptop / desktop with high speed internet.

Location mentioned in this mailer will be your job location, kindly ignore any other location mentioned in the One Cognizant pre joining forms. The joining location mentioned in this mail will be your base location of work when Cognizant offices are operational post the pandemic. The operational plan to report at this location will be separately intimated through HR. Till then you would be working on a virtual mode.

Looking forward to your joining!

Regards,

Cognizant-Human Resources

Cognizant

16-1298

29-Jun-2020

Dear Tirumalasetty LNU,
B.Tech/B.E., Information Technology
GUDLAVALLERU ENGINEERING COLLEGE

Candidate ID – 14385626

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs.19,500/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.450,500/-**. This includes an annual incentive indication of **Rs.22,500/-**, as well as Cognizant's contribution of **Rs. 19,500/-** towards benefits such as Medical, Accident, Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. 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.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

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.,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

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.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

16-1299

STRICTLY PERSONAL

Name: G EC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Mr. T. Sri Divya

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042 /- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-12A2

STRICTLY PERSONAL

Name: GEC
Date : 29-Feb-20

Sub: Letter of Intent

Dear Ms. T. Geeshpa

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on June/July at **10.00 AM**.

This offer is subject to the Company receiving:

- A satisfactory note from the list of references furnished by you at the time of interview.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the Company
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer.

- You will initially undergo a comprehensive **Foundation level training** and **Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

- Your ~~annual~~ monthly CTC will be Rs 12,042 /- + Incentives **The break-up of CTC is attached as Annexure.**

We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authorised Signatory
Human Resources Department

I have read and understood the above Terms and conditions, I accept and agree for the same.

Name:

Signature:

Date:

16-12AU

Private and Confidential

14th December 2020

Dear Nandini,

RE: OFFER OF INTERNSHIP

On behalf of PS Global Technologies FZCO, we are pleased to offer you the position of **Intern – Technical Consultant** for our office in India and will be based in our Hyderabad office.

The conditions governing your internship training will be as follows –

1. Duration of the internship will be 6 months beginning 04th January 2021 to 4th June 2021 and might be extended depending on the requirements.
2. During the internship, you will be briefed on various activities undertaken by Technical team and would be expected to complete them in timely manner.
3. Company will compensate all the expenses during the internship with a monthly stipend of not more than **INR 15,000.** You will not be entitled for any other compensation or company benefits.

Please do not hesitate to contact us should you have any questions at all in relation to this offer.

Yours sincerely

HR Team
PS Global Technologies

Acceptance

I accept the offer and agree to be bound by the terms and conditions contained in this Offer of internship letter.

Signed: _____

Name: _____

Date: _____

16-12 AG

Candidate ID: 4818881 /912274,

Date of Joining: 08/12/2021,

Joining Location: Hyderabad,

Designation: Analyst,

Dear Sri Lakshmi Vanka,

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 Hyderabad office, for joining formalities as per the address mentioned below:

Address

Capgemini Technology Services India Limited. IT Park 1,115 / 32&35, Nanakram Guda, Gachibowli, Hyderabad - 500 032

Sri Lakshmi Vanka,

Analyst

Total Cost to Company (CTC).

Rs.300,002.00

Monthly Components	Per Month	Annualized
Basic	Rs 15,000.00	Rs 180,000.00
House Rent Allowance	Rs. 3,679.00	Rs 44,148.00
Other Allowances and Reimbursements – 1 #	Rs. 0	Rs.0
Other Allowances and Reimbursements – 2 +	Rs. 0	Rs.0
Advance Statutory Bonus	Rs. 3,149.00	Rs. 37,788.00
Gross monthly salary	Rs.21,828.00	Rs. 261,936.00
Statutory payments ++		
Capgemini's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.292,200.00
Total Cash Compensation		Rs.292,200.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs. 7,802.00
Capgemini contribution to ESI		Rs.0.00
Total Cost to Company		Rs.300,002.00

-1247

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:12-May-2021

Vankayalapati Balayogaiah
C9498503

Ramalayam templepatha annasamudram (village,)kotha annasamudram (post),Tripuranthakam (Mandal),prakasam (Distict)523326 523326

9347797193

Dear **Vankayalapati Balayogaiah,**

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.

Reference Id: 9de68876-1d4c-4f73-8c51-a49fa6b72b30_1
Signed By: Mahesh Vasudeo Zurale

16-12A9

Aquila College OF Medical ,Scribing

Date :19.09.2019

Place :Gudlavalleru

Dear V.Naga Geethika

We are very pleased to inform you that you had been selected for the medical scribing sub-sequent of your interview on 19.09.2019 in Gudlavalleru Engineering College.

You suppose to report on 27th September 2019 at our Aquila training division in Hyderabad along with your parents in the below mentioned address.

ACMS

1st Floor, Anand Chambers,Beside Andal Nilayam,
Dilsukhnagar Main Road,Moosarambagh
Hyderabad-36.,
Contact : +918919912799,9059076428

#25,IInd Floor,Above Nilgiris
Super Market,Near SBI,Boopsandra main road,
RVM 2nd stage,
Central excise colony, Bangalore

16-12A9

Offer: Computer Consultancy
Ref: TCSL/DT20218274363/Hyderabad
Date: 20/11/2021

Ms. Ventrapragada Naga Geethika
Lakshman Nagar Colony, Qno-70, Thotlavalluru Road, VuyyuruThotlavalluru Road,
Near Vrkm School,
Vijayawada-521165,
Andhra Pradesh.
Tel# 91-7997297013

Dear Ventrapragada Naga Geethika,

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.

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

18 - 02

Joining Report

Gudlavalleru Branch
01.02.2021

To
The Chief Executive Officer,
The K.D.C.C Bank Ltd.,
Machilipatnam.

Sub:Estt-Akurathi Devi Sri, Apprenticeship Trainee - Joining report submitting – Reg

Ref: Esst/Apprenticeship Trg /2020-21 dated: 01.02.2021

Sir,

In obedience with the reference cited above I, Akurathi Devi Sri , Jo ned as Apprenticeship Trainee in Our KDCC Bank Ltd., Gudlavalleru Branch on 01.02.2021 after relieving from H.O Machilipatnam.

Thanking you Sir,

Yours faithfu ly

A. Devi Sri

(Akurathi Devi Sri)
Apprenticeship T ainee
K.D.C.C.Bank Ltd.,
Gudlavalleru Branch

SB A/c : 061322010028O2

Submitted to:
The Chief Executive Officer
K.D.C.C. Bank Ltd
Machilipatnam. for favour of
information.

1/2/2021.

MANAGER
K.D.C.C. Bank Ltd.
GUDLAVALLERU

12.06

DMart®

OFFER LETTER

Date: 12-12-2019

Mr. BANDARU UMAKANTH
GUDLAVALLERU ENGINEERING COLLEGE

Dear UMAKANTH

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 June 2020 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:

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: B. Umakanth NAME: B. UMAKANTH DATE: 25/12/19

18-07

D Mart

OFFER LETTER

Date: 12-12-2019

MS. BANDI CHAMUNDESWARI DEVI
GUDLAVALLERU ENGINEERING COLLEGE

Dear CHAMUNDESWARI DEVI

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 June 2020 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:

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 _____

18-15

D Mart®

OFFER LETTER

Date: 12-12-2019

Mr. DASIKA R.N.V. SAI RAGHAVA RAMACHANDRA SARMA
GUDLAVALLERU ENGINEERING COLLEGE

Dear RAMACHANDRA

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 June 2020 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-

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: D. Sasika NAME: DASIKA RAMACHANDRA SARMA DATE: 28-12-19

[redacted]

18-27

D-Mart®

OFFER LETTER

Date: 12-12-2019

Mr. KAMARAJUGADDA HEMANTH
Gudlavalleru Engineering college

Dear HEMANTH

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 June 2020 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 to you at a time 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:

1. You should possibly all academic examinations/ backlogs before you join DMart. In case your results are not qualified 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/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 Hemanth NAME KAMARAJUGADDA HEMANTH DATE 25/12/19

[redacted]

16-21

D Mart®

OFFER LETTER

Date: 12-12-2019

Mr. MEPUGUMALA LEELA PHANI KUMARI
GUNTAVALLERU ENGINEERING COLLEGE

Dear LEELA

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 June 2020 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:

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: _____

e-Zone

D Mart

OFFER LETTER

Date: 12-12-2019

Mr. PALLI SIVA SRINIVAS
GUDLAVALLERU ENGINEERING COLLEGE

Dear SRINIVAS

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 June 2020 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-

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: P. Siva Srinivas NAME: P. Siva Srinivas DATE: 28-12-2019

18-67

D Mart®

OFFER LETTER

Date: 12-12-2019

Mr. RUPANAGUDI RANGA REDDY
GUDLAVALLERU ENGINEERING COLLEGE

Dear RANGA REDDY

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 June 2020 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!

K.

Human Resources
Avenue Supermarts 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: R.Ranga Reddy NAME: RUPANAGUDI RANGA REDDY DATE: 28-12-19

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Ezone Security Solutions India Pvt. Ltd.
#60-1-7/1, Near Siddhartha Arts College
Vijayawada - 520 010
Ph: +91 (0866) 6611199
www.ezonesecurity.com

OFFER LETTER

Ref No. ESS/456/OFF-EMP/0220

Dated: 11th February, 2020.

Ms. Elluri Bhavani,
D.No : 6/148,
Khajjillipet,
Kotavaritula Center,
Machilipatnam(M),
Krishna - 521001.

Mobile No: 8497919636 .

Dear Ms. Bhavani ,

Sub: Letter of offer for Sales Executive.

Thank you for your interest in employment and association with **M/s. Ezone Security Solutions India Pvt. Ltd,** we are pleased to confirm our offer of employment to you as **Sales Executive.**

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with people you have met and we are pleased with the prospects of you joining us.

You will be working at **Vijayawada Office** by duly reporting to **Mr. Chiranjeevi A, Senior Sales Manager.** The reporting may change in due course, at a later point of time as per the Organization's requirement. We would appreciate if you can be on board by **4th May, 2020.**

Your CTC will be **Rs. 1,96,421/- (Rupees One Lakh Ninety Six Thousand Four Hundred and Twenty One Only) PA.** A detailed appointment order containing terms and conditions will be given to you on your joining.

Your compensation details are confidential and you may discuss it only with me 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 Company.

Ezone Security Solutions (I) Pvt. Ltd. Vijayawada

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Vijayawada - 520 010
Ph: +91 (0866) 6611199
www.ezonesecurity.com

OFFER LETTER

Ref No. ESS/462/OFF-EMP/0220

Dated: 11th February, 2020.

Mr. Matyala Sunil,
Vatsaka,
Medinepalli(M),
Krishna-521329.

Mobile No: 9553759505 .

Dear Mr. Sunil,

Sub: Letter of offer for Sales Executive.

Thank you for your interest in employment and association with **M/s. Ezone Security Solutions India Pvt. Ltd.** we are pleased to confirm our offer of employment to you as **Sales Executive.**

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with people you have met and we are pleased with the prospects of you joining us.

You will be working at **Guntur Office** by daily reporting to **Mr.Vijay Babu. B, Team Leader - Sales.** The reporting may change in due course, at a later point of time as per the Organization's requirement. We would appreciate if you can be on board by **4th May, 2020 at Vijayawada Office**

Your CTC will be **Rs. 1,96,421/- (Rupees One Lakh Ninety Six Thousand Four Hundred and Twenty One Only) PA.** A detailed appointment order containing terms and conditions will be given to you on your joining.

Your compensation details are confidential and you may discuss it only with me 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 Company.



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18-53

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#60-1-7/

OFFER LETTER

Ref No. ESS/463/OFF-EMP/0220

Dated: 11th February, 2020.

Ms. Padamati Supriya,
D.No: 1-138,
Sultanagaram,
Machilipatnam,
Krishna.

Mobile No: 6309702618 .

Dear Ms. Supriya,

Sub: Letter of offer for Sales Executive.

Thank you for your interest in employment and association with **Solutions India Pvt. Ltd,** we are pleased to confirm our offer of **Sales Executive.**

We extend this offer, and the opportunity it represents, with great confi You have made a very favorable impression with people you have m with the prospects of you joining us.

You will be working at **Guntur Office** by duly reporting to **Mr. Leader - Sales.** The reporting may change in due course, at a later p Organization's requirement. We would appreciate if you can be on b in **Vijayawada Office.**

Your CTC will be **Rs. 1,96,421/- (Rupees One Lakh Ninety Six Tho and Twenty One Only) PA.** A detailed appointment order containin will be given to you on your joining.

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18-54

Ezona Security Solutions India Pvt. Ltd.
#80-1-7/1, Near Siddhartha Arts College
Vijayawada - 520 010
Ph: +91 (0866) 6611199
www.ezonesecurity.com

OFFER LETTER

Ref No. ESS/458/OFF-EMP/0220

Dated: 11th February, 2020.

Ms. Gayathri Palaparthi,
D.No : 6/60,
Near Sivalayam,
Dondapadu(V),
Gudivada,
Krishna - 521323.

Mobile No: 9494744939 .

Dear Ms. Gayathri,

Sub: **Letter of offer for Sales Executive.**

Thank you for your interest in employment and association with **M/s. Ezone Security Solutions India Pvt. Ltd,** we are pleased to confirm our offer of employment to you as **Sales Executive.**

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with people you have met and we are pleased with the prospects of you joining us.

You will be working at **Visakhapatnam Office** by duly reporting to **Mr. Ganesh.M, Team Leader - Sales.** The reporting may change in due course, at a later point of time as per the Organization's requirement. We would appreciate if you can be on board by **4th May, 2020 in Vijayawada Office.**

Your CTC will be **Rs. 1,96,421/- (Rupees One Lakh Ninety Six Thousand Four Hundred and Twenty One Only) PA.** A detailed appointment order containing terms and conditions will be given to you on your joining.

Your compensation details are confidential and you may discuss it only with me 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 Company.

Ezone Security Solutions (I) Pvt. Ltd. Vijayawada

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#60-1-7/1, Near Siddhartha Arts College
Vijayawada - 520 010
Ph.: +91 (0866) 6611199
www.ezonesecurity.com

OFFER LETTER

Ref No. ESS/459/OFF-EMP/0220

Dated: 11 th February, 2020.

Mr. Panchakarla Vamsi
D.No. 1-134, Arisepalli (V)
Machilipatnam
Krishna District - 521001

Mobile No. 9908822369

Dear Mr. Vamsi

Sub: Letter of offer for Sales Executive.

Thank you for your interest in employment and association with M/S. Ezone Security Solutions India Pvt. Ltd, we are pleased to confirm our offer of employment to you as Sales Executive.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with people you have met and we are pleased with the prospects of you joining us.

You will be working at Visakhapatnam Office by duly reporting to Mr. Ganesh. M, Team Leader - Sales. The reporting may change in due course, at a later point of time as per the Organization's requirement. We would appreciate if you can be on board by 4th May, 2020 in Vijayawada Office.

Your CTC will be Rs. 1,96,421/- (Rupees One Lakh Ninety Six Thousand Four Hundred and Twenty One Only) PA. A detailed appointment order containing terms and conditions will be given to you on your joining.

Your compensation details are confidential and you may discuss it only with me 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 Company.

Ezone Security Solutions (I) Pvt. Ltd. Vijayawada

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#60-1-7/1, Near Siddhartha Arts College
Vijayawada - 520 010
Ph.: +91 (0866) 6611199
www.ezonesecurity.com

OFFER LETTER

Ref No. ESS/464/OFF-EMP/0220

Dated: 11th February, 2020.

Mr. Tanuj Pavan Kalyan R,
D.No : 30/402,
Musthakhanpet,
Machilipatnam,
Krishna-521001.

Mobile No: 8886577279 .

Dear Mr. Pavan Kalyan,

Sub: Letter of offer for Sales Executive.

Thank you for your interest in employment and association with **M/s. Ezone Security Solutions India Pvt. Ltd,** we are pleased to confirm our offer of employment to you as **Sales Executive.**

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with people you have met and we are pleased with the prospects of you joining us.

You will be working at **Guntur Office** by duly reporting to **Mr. Vijay Babu. B, Team Leder - Sales.** The reporting may change in due course, at a later point of time as per the Organization's requirement. We would appreciate if you can be on board by **4th May, 2020 in Vijayawada Office.**

Your CTC will be **Rs. 1,96,421/- (Rupees One Lakh Ninety Six Thousand Four Hundred and Twenty One Only) PA.** A detailed appointment order containing terms and conditions will be given to you on your joining.

Your compensation details are confidential and you may discuss it only with me 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 Company.

Ezone Security Solutions (I) Pvt. Ltd. Vijayawada

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18-20

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#60-1-7/1 Near Siddhartha Arts College
Vijayawada - 520 010
Ph: +91(0866) 6611 99
www.ezonesecurity.com

OFFER LETTER

Ref No. ESS/457/OFF-EMP/0220

Dated: 11th February, 2020.

Mr. Shaik Irfan,
D.No : 74-23-12/7D,
Ashok Nagar,
Vijayawada,
Krishna - 520007.

Mobile No: 9553539072 .

Dear Mr. Irfan,

Sub: Letter of offer for Sales Executive.

Thank you for your interest in employment and association with **M/s. Ezone Security Solutions India Pvt. Ltd,** we are pleased to confirm our offer of employment to you as **Sales Executive.**

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with people you have met and we are pleased with the prospects of you joining us.

You will be working at **Vijayawada Office** by duly reporting to **Mr. Chiranjeevi A, Senior Sales Manager.** The reporting may change in due course, at a later point of time as per the Organization's requirement. We would appreciate if you can be on board by **4th May, 2020.**

Your CTC will be **Rs. 1,96,421/- (Rupees One Lakh Ninety Six Thousand Four Hundred and Twenty One Only) P.A.** A detailed appointment order containing terms and conditions will be given to you on your joining.

Your compensation details are confidential and you may discuss it only with me 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 Company.

Ezone Security Solutions (I) Pvt. Ltd. Vijayawada

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18-74

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#60-1-7/1 Near Siddhartha Arts College
Vijayawada - 520 010
Ph: +91 (0866) 6611199
www.ezonesecurity.com

OFFER LETTER

Ref No. ESS/460/OFF-EMP/0220

Dated: 11th February, 2020.

Ms. Singanapudi Ramya,
D/o Appa Rao,
Gannavaram(V),
Mandavalli(M),
Krishna - 521345.

Mobile No: 9100865626 .

Dear Ms. Ramya,

Sub: Letter of offer for Sales Executive.

Thank you for your interest in employment and association with M/s. **Ezone Security Solutions India Pvt. Ltd**, we are pleased to confirm our offer of employment to you as **Sales Executive.**

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with people you have met and we are pleased with the prospects of you joining us.

You will be working at **Visakhapatnam Office** by duly reporting to **Mr. Ganesh.M, Team Leader - Sales.** The reporting may change in due course, at a later point of time as per the Organization's requirement. We would appreciate if you can be on board by **4th May, 2020 in Vijayawada Office.**

Your CTC will be **Rs. 1,96,421/- (Rupees One Lakh Ninety Six Thousand Four Hundred and Twenty One Only) PA.** A detailed appointment order containing terms and conditions will be given to you on your joining.

Your compensation details are confidential and you may discuss it only with me 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 Company.

Ezone Security Solutions India Pvt. Ltd. Vijayawada

Ezone Security Solutions India Pvt. Ltd.
#60-1-7/1, Near Siddhartha Arts College
Vijayawada - 520 010
Ph.: +91 (0866) 6611199
www.ezonesecurity.com

18-80

OFFER LETTER

Ref No. ESS/455/OFF-EMP/0220

Dated: 11th February, 2020.

Mr. Thota Karthik,
D.No : 3-117,
Viswanathapalli,
Koduru(M),
Krishna - 521356.

Mobile No: 9676358579.

Dear Mr. Karthik,

Sub: Letter of offer for Sales Executive.

Thank you for your interest in employment and association with **M/s. Ezone Security Solutions India Pvt. Ltd,** we are pleased to confirm our offer of employment to you as **Sales Executive.**

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with people you have met and we are pleased with the prospects of you joining us.

You will be working at **Vijayawada Office** by duly reporting to **Mr. Chiranjeevi A, Senior Sales Manager.** The reporting may change in due course, at a later point of time as per the Organization's requirement. We would appreciate if you can be on board by **4th May, 2020.**

Your CTC will be **Rs. 1,96,421/- (Rupees One Lakh Ninety Six Thousand Four Hundred and Twenty One Only) PA.** A detailed appointment order containing terms and conditions will be given to you on your joining.

Your compensation details are confidential and you may discuss it only with me 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 Company.

Ezone Security Solutions (I) Pvt. Ltd. Vijayawada Andhra

State Street HCL Services

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229898

Worksite Chennai : ETA Technopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidel Park Coimbatore Limited (TPCL), Civil Aerodrome Post, Coimbatore 641 014, India.
Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vamaada, Pune – 411 006, India.
Registered Office : 828, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: July 22, 2019

Private & Confidential

Majji Gopi Sathyanarayana
91-2/3 , Rajendra Nagar, Gudivada,Krishna district, Andhra Pradesh, 521301, Andhra Pradesh,
India.

Dear Majji Gopi,

- With reference to your application and subsequent interview, we are pleased to make you an offer –cum - appointment with **State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company")** as **ANALYST**. You are required to report on September 12, 2019 at 09:00 AM at the address: **Statestreet HCL Services (India) Private Limited, Chennai-SEZ, SDB2 Sholinganallur 602/3.**

- Your annual compensation would be **Rs. 200000 per annum** as per Annexure I. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance of based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference

- Please note that this **offer is valid till 7 days** subjected to your offer letter acceptance.

- Your offer is subject to you being **medically fit** at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically

SIGNATURE OF

Date: 20-06-2020

Name	:	Ms.PAMARTHI SRAVANI
Location	:	VIJAYAWADA
Store Id	:	VIJAYAW ADA
Department	:	SALES

LETTER OF EMPLOYMENT

Dear PAMARTHI SRAVANI,

We are pleased to offer you an employment in our organization Kwality Feed Ltd., as **SALES SUPPORT** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. Details of your salary break up with components are as per the enclosure attached herewith.
2. This contract shall be terminable by either party giving **30** day's notice in writing or salary in lieu of notice, to the other party.
3. You will be governed by the policies of the client's organization with respect to leaves and holidays.

In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account opened for this purpose.

Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards, yours truly,
Kwality Feed. Ltd.

Authorized Signatory
Enclosures: - (i) Compensation sheet; (ii) Standard Terms of Employment

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

COMPENSATION SHEET

Name: Ms. PAMARTHI SRAVANI	
Designation: SALES	
Compensation	Rs. Per Month
BASIC SALARY	7670.00
CONVEYANCE	1600.00
EDUCATION ALLOWANCE	713.00
HOUSE RENT ALLOWANCE	4107.00
MEDICAL ALLOWANCE	1250.00
Sub Total (A)	15340.00
Other Employer Costs:-	
EMPLOYER PF ADMIN CHARGES	77.00
EMPLOYERS PROVIDENT FUND	921.00
EMPLOYERS ESI	729.00
INSURANCE CONCURRENT	335.00
Sub Total (B)	2062.00
Cost to Company : (A)+(B)	17402.00
Other Employee Costs:-	
ESI	269.00
PROVIDENT FUND	921.00
PROFESSIONAL TAX	150.00
Sub Total of deductions (C)	1340.00
Take Home: (A) - (C)	14000.00

Annual CTC : Rs.208824.00

Authorized Signatory
Adecco India Pvt. Ltd..

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

18-10

Dear

SUBBARAO BOLLA

This has reference to your application and the subsequent interview you had with us. In this regard, we are pleased to make an offer to you for the position of "**GIS engineer**" for our Client '**TELESONIC NETWORK LIMITED**'.

Your Date of Joining would be **19/04/2021** & your monthly CTC will be paid Rs **24,883/-**

A letter of appointment with detailed terms and conditions will be issued after you join us.

If you accept the above, please reply to this email as a token of your acceptance and also provide signed copy of this letter as acceptance.

Thanking You.

For DSP Corporate Solutions Pvt. Ltd.

Authorized Signatory

14-04-2021

I understand that accepting this offer letter creates a legal contract between me and DSP and I have totally understood the terms of employment and compensation being offered to me through this offer letter. Thus, a failure on my part to join on the agreed date after accepting this offer will make me liable to appropriate legal action for breach of contract.

Dated: _____ Signature: _____

DSP Corporate Solutions Pvt. Ltd.
E-55, Basement, Lajpat Nagar-II, New Delhi-110024
Ph.: 011-46506717 / E-mail : hr@dspcorporate.com / Web. : www.dspcorporate.com

18-65

Offer: Computer Consultancy
Ref: TCSL/DT20218790820/Hyderabad
Date: 27/11/2021

Ms. Riyazatunnisa Abdul
1/324-1Naizampet,
Baipass Road,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9030667434

Dear Riyazatunnisa 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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade **Y.**

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides 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. 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
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

COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹**15,000/-** 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 ₹**6,000/-** 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. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**17,456/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **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.

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 Servicelive: 1800 209 3111 Email: careers@tcs.com

Date: August 06, 2020

Emp Temp Code: 8011078461
Sharmila Shaik
Guraja Road , Karam Mill Street Mudinepalli 103, Krishna,
Andhra Pradesh - 521325, India

Contact No: +919553094710

Letter of Appointment

Dear Sharmila,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as Customer Service Associate- Voice .You are required to report to the Company's office at **Teleperformance Global Services, No 46/4,1st Floor, Novel Techpark, GB Palya,Behind Hyundai Showroom, Kuldu Gate, Bangalore - 560068** on **August 06, 2020** ("**Joining Date**") at **9:30 AM**.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.

2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.

3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. Work exigencies and your profile may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.

4. While your initial place of posting will be at 's office at **Bangalore** , you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be require to and shall sign all required documentation as per the rules, regulation and policies of the Company.

5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time (**"Probation Period"**) if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.

6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days** (**"Notice Period"**) prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

   The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).

Incase of violation of any policies, procedures or rules of the Company or any other act of misconduct including but not limited to improper behavior, theft or fraud, your services are liable to be discontinued without Notice Period or without payment in lieu of Notice Period.

7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your in-ability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.

8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.

9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust/discipline, your services may be discontinued by the Company with immediate effect without notice period or without payment in lieu of notice period.

   You are required to always maintain the highest standard of confidentiality towards Company information which includes but not limited to documents, files, records, customer details, project plans, strategies, developments, execution process, contracts, billing information, quality metrics, financial information about the Company etc. relating to business of the Company, which is proprietary to the Company and / or its clients and other information relating to the business of the Company which may be known, provided or confided to you (**"Confidential Information"**). You will not divulge or use such Confidential Information other than to fulfil your duties as an employee of the Company and while ensuring the best interests of the Company. Under no circumstances will you disseminate information regarding the affairs or business matters of the company or information regarding its customers witnout proper authorization and / or prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be Confidential Information. Upon ceasing to be an employee of the Company, you shall immediately return any records, documents and other information of the Company which are in your possession and shall not retain or transmit any copies (electronic or otherwise) of the same. You will be required to sign a separate confidentiality agreement along with this letter and may be required to sign further confidentiality agreements as may be required by the Company. The Company acknowledges that individual marketing packages, Web sites, and other communications that have been developed for a client and have been placed in the "public domain", once distributed to the public may be no longer subject to client confidentiality provisions.

10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all the Company's current rules, regulations, policies and procedures, including **Global Essential Compliance & Security Policies** as may be in force from time to time and as may be notified and displayed. You will be bound by the existing and new security rules, regulations and policies of the Company, including physical frisking (pat down) process wherein, a search would be conducted of outer clothing to detect any concealed prohibited articles. All policies mentioned in this letter, as well as others, are available on the Company intranet and may be changed/modified, at the Company's discretion. You are required to keep yourself updated with the Company's policies.

11. The Company shall have the right to vary, delete, and modify these terms and conditions of employment.

12. You will automatically **retire** from the services of the Company on the last day of the calendar month in which you attain the age of **Fifty-Eight years**. Your date of birth as per official records is **October 10, 1997**.

13. You are required to make a full and complete disclosure of any issues in past employment records, any relationships or dealings you have or propose to have/ enter into directly or through any of your relatives or family members, with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like by whatever name called.

14. This appointment is subject to satisfactory verification of your credentials, character, antecedents and testimonials as provided in your application to the Company and your curriculum vitae. All cost incurred for such verification will be borne by the Company. If it is found at any time that you have made any false statements or suppressed any material information, it shall lead to immediate discontinuation of your employment with the Company without any notice or compensation.

15. You agree to undergo a drug test or any other medical/fitness test including breath analyzer, as asked for and at such a place and location as advised by the Company during the course of your employment. In the event you become unfit for performance of your assigned duties; you shall be liable to be discharged from the services without any notice.

16. You hereby consent to share your payroll and employment related data for processing and review outside of the country, subject to adherence to applicable law.

17. Your address as provided by you in the employment forms shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been sufficiently served upon you.

18. You are required to return the duplicate copy of this letter and report to work on or before the date of joining specified above. In the event you do not do so, it shall be deemed that you are not interested in this offer/appointment and this letter shall stand automatically withdrawn with effect from the Joining Date.

If the above terms and conditions are acceptable to you, please sign on each page and return the duplicate copy of this letter as a token of your acceptance of this Letter of Employment.

Welcome to **Teleperformance** and here's wishing you a rewarding career.

Yours Truly,
For ,Teleperformance Global Services Private Limited

Rupak Chatterjee
Senior Director - Recruitment

I,**Sharmila Shaik** , residing at **Guraja Road , Karam Mill Street Mudinepalli 103, Krishna, Andhra Pradesh - 521325, India** do hereby accept the terms and conditions in this letter.

Employee Signature	_____
Employee Name	Sharmila Shaik

Enclosures:

1. Salary Annexure (**Annexure I**)
2. Declaration and Undertaking regarding non-disclosure (**Annexure II**)
3. Declaration (**Annexure III**)

NOTE: For purposes of brevity and ease of reading, the term "**the Company**" or the term "**Teleperformance**" (wherever it appears in this letter) means **Teleperformance**.

Emp Code 8011078461

Annexure I
Compensation Details

Name Of Employee:	SharmilaShaik
Designation:	Customer Service Associ
Grade:	Grade I
Date Of Joining:	August 06, 2020
City:	Bangalore

Salary Structure (Appointment)	Amount in Indian (INR)
Basic Pay	9,715.00
Housing Rent Allowance (HRA)	5,829.00
Transport Allowance	0.00
Flexible Benefit Plan	0.00
Statutory Bonus#	809.00
Gross Fixed Salary (1)	**16,353.00**
Provident Fund (Employee) (2)	1,166.00
ESIC (Employee) (3)	123.00
Net Take Home [1-(2+3)]	**15,064.00**
Provident Fund (Employer) (4)	1,166.00
ESIC (Employer) (5)	531.00
Gratuity* (6)	467.00
Total Fixed Cost (1+4+5+6)	**18,517.00**
Annual Fixed CTC	222,204.00
Annual Performance Pay**	**0 % of Annual Fixed CTC**

For ,Teleperformance Global Services Private Limited

Rupak Chatterjee

Senior Director - Recruitn

***Gratuity** shall be payable as per **"The Payment of Gratuity Act"**.
****Performance Pay** will be paid on **Annual Basis** and would be payable subject to assessed performance achievement level, based on the "**Performance Pay**" payout policy.
#Statutory Bonus is paid monthly as per **"The Payment of Bonus Act"**.

- All Reimbursements will be paid as per prevailing Income Tax rules and company policies in effect
- The above compensation will be subject to Income Tax regulations in force from time to time.
- The above compensation is subject to deduction towards Medi-claim Insurance, transport, if/as applicable and any other statutory deduction/contribution including Professional Tax, labour
- Any Incentive payable, as part of the compensation structure or otherwise, shall have a **"Minimum Attendance Threshold"** as qualifying criteria for such payout.

Employee Signature	_____
Employee Name	Sharmila Shaik
Sub Process	_____

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Offer: Computer Consultancy
Ref: TCSL/DT20218802485/Hyderabad
Date: 27/11/2021

Mr. Nagasai Uppala
2-5-34bClub Road,
Nandualpet,
Tenali-522201,
Andhra Pradesh.
Tel# 91-9704010156

Dear Nagasai Uppala,

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 **Management Trainee** in Grade **Y**.

Your gross salary including all benefits will be **₹5,79,430/-** per annum, as per the terms and conditions set out herein. Annexure 1 provides 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. 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.

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

COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of **₹15,000/-** 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 **₹6,000/-** 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. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹17,456/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **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.

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

18-83

BYJU'S

Offer Letter

Name: Uppu Venkata naga Phani
Date: Saturday, October 17, 2020

Dear Mr. **Uppu Venkata naga Phani,**

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited (**"Company"**), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, October 27, 2020** . Your work location would be **Nellore / Bangalore** 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.

2. **Term:** The term of this Agreement would be for a period of 2 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 11 of this Agreement.

3. **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).

4. **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

18-77

genpact
Transformation Happens Here

Date: 19 February 2021
Name: Sai Deepika Tanguturi
Address: 3/179, Devarakonda street, Gudivada-, , , Gudivada, Andhra Pradesh - 521301

Dear Sai Deepika Tanguturi

Sub: Apprentice Supplemental Letter

This Apprentice Supplemental Letter ("**Letter**") is to be read in conjunction with the Apprentice Contract Registration Form signed by you on 19 February 2021 with regard to your enrolment as Apprentice in Genpact India Private Limited (hereinafter the "Company").

This letter sets out the terms and conditions of the apprenticeship training with the Company. It is supplemental to the contract referred herein above, under Section 4 of the Apprentices Act, 1961 (hereinafter referred to as the "**Act**") and the Apprenticeship Rules, 1991 (hereinafter referred to as the ("**Rules**"); as amended from time to time) ("**Apprentices Contract**").

While enrolled with the Company as apprentice:

- You will abide by the policies including but not limited to Integrity@Genpact India Pvt. Ltd., code of conduct, rules and regulations of the Company in all matters of conduct and discipline; The policies, as they presently stand and as may be modified or framed from time to time, shall form an integral part of this engagement.
- You have received and read the Company's Information Security Policy and agree to comply with the terms and procedures mentioned therein.
- You acknowledge following the procedures laid down by the Company for raising concerns on policy violations.
- You will not be permitted to undertake any other full time or part time apprentice engagement or engage in any external activities of a commercial nature without prior written approval.
- Absence for a continuous period of eight (8) days without prior approval of your supervisor (including overstay of leave/training), would be treated as abandonment of apprenticeship training. The Company reserves the right to terminate the Apprentices Contract as per the laid down rules and procedures.
- If in the event, you want to discontinue the apprenticeship training which you are enrolled for, you are required to give one (1) month's prior notice to the Company in a written form in addition to complying with the Rules for termination of the Apprentices Contract.
- Except in the ordinary course of your training you shall not divulge to any third party/unauthorised person any information regarding the affairs or business matters of the Company (including its clients) or information of its clients, associated companies and not to divulge or disclose at any time Confidential Information[1] received as an apprentice during or after your enrolment. All information that comes to your knowledge by reasons

[1] The Company generally considers "secret" and "confidential" information or data relating to the business, products, affairs and finances of the Company which is non-public, confidential, sensitive, is disclosed under circumstances that one would reasonably expect it to be confidential and/or proprietary in nature, regardless of whether such information or data is in (i) oral, written, machine readable, recorded, or maintained on other forms of electronic media or (ii) marked as such or (iii) owned, maintained and controlled by the Company or

of your enrolment with the Company as apprentice is deemed to be confidential and any breach thereof, shall be deemed to be a

T.SaiDeepika
19 February 2021

the possession of the Company or obtained in future. Such information shall be processed by the Company strictly on a need to know basis and retained till required for business purposes including statutory requirements pertaining to compensation and benefits, and can be transferred, on a business need to Company's subsidiary / affiliated companies, business partners, consultants and its customers (where specifically requested) with obligations to maintain similar level of protection. You will have full rights to access and review your data, update it and the right to withdraw this consent, if necessary.

- Your records and information will be kept secure and handled strictly in accordance with the Company's Data Classification Guidelines and Data Privacy Policy.
- The working hours, leave and holidays applicable to you will be as per the policies of the Company (and particular training) which would be intimated to you from time to time.
- You acknowledge that in the event of any misconduct or violation of the applicable policies, the Company can in its sole discretion, suspend the Apprentices Contract and your enrolment for the period the matter is referred to the authorities under the Act and the Rules.
- You shall not represent the Company before any other party and shall not bind the Company in any manner during your enrolment with the Company as apprentice. Pursuant to expiration or earlier termination of the Apprentices Contract, you agree not to represent yourself as having any connection with the Company, save as a former apprentice for the purpose of communicating with prospective employers or complying with any applicable statutory requirements.
- Upon expiration or earlier termination of the Apprentices Contract, for any reason whatsoever, or if so requested by the Company earlier, you will immediately return any and all property of the Company (including Confidential Information, as defined herein) which may be in your possession, custody or control.

For Genpact India Private Limited

Akhilesh KVD
Senior Vice President – Human Resources

Accepted and Agreed

T Sai Deepika
19 February 2021

Sai Deepika Tanguturi

T Sai Deepika
19 February 2021

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QUADRANT RESOURCES Pvt.Ltd.
ACHIEVE MORE TOGETHER

OFFER LETTER

Ms. Javvaji Naga Sravanthi
Address: D/O Javvaji Naga Venkata Krishnamurthy
4/144-3, Geetha Bhavan Road
Gudivada, Krishna District
Andhra Pradesh - 521301

Date:20-Apr-21

Dear **Ms. Javvaji Naga Sravanthi,**

Congratulations! With reference to our discussions held on 18th April,2021 we are pleased to offer you the position of **Trainee - HR** in our organization,**Quadrant Resources Private Limited, Hyderabad.**

We are enclosing herewith your letter of appointment. Please send us the written notification of acceptance over email with in two business days else the offer stands withdrawn automatically. Please note that the offer of appointment is subject to satisfactory completion of your reference check.

As a part of the joining process, you are requested to present the following documents on the day of joining with copy of the following documents along with originals for verification:

1. SSLC (X Std) Marks Card / Birth certificate
2. Degree/Diploma/Highest qualification certificate along with marks cards (all semesters)
3. Relieving letter from the previous organization or Accepted Resignation letter
4. Experience letter
5. Passport copies
6. Pan Card
7. Form 16 (Income Tax) from previous employer (if applicable)
8. Aadhar Card

Feel free to contact me in case you may need any clarifications.

We look forward to you having a long and fruitful relationship with Quadrant Resources Private Limited.

Yours sincerely,
Quadrant Resources Pvt Ltd

G.S REDDY

G Sridhar Reddy
Director-Operations

Signature :

Name :

Date :

Soft Sol Building,4th Floor, Tower 2
Inorbit Mall Road,Near Mindspace Flyover Junction,
Hitech City, Hyderabad, Telangana – 500081

Phone: 040-40198484
Email: hr-india@quadrantresource.com
www.quadrantresource.com

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Maintec

Maintec Technologies Pvt. Ltd.,
#3M-215, East of NGEF,Outer Ring Road,
Kasturi Nagar, Bangalore - 560043, India
Tel : 080-42718000,080-25071950
www.maintec.com
CIN : U72200KA1997PTC023121
GST No. : 29AABCM3607P1Z3

Doc #: EMP/OL/NPK/07042021/179

April 7, 2021

Mr. Naga Pravallika Kunapareddy
#2-30-1, Vinnakota, Krishna,
Andhra Pradesh- 521325

Dear Naga Pravallika Kunapareddy ,

We are happy to offer you the position of **HR Assistant** with our Company. Your place of work initially will be at **Bangalore**. However, you may be requested to relocate to anywhere in India as per client requirement / need anytime. From time to time, you will be required to travel based on the requirement from prospective clients all over India and overseas as well.

At the time of joining, you are requested to bring copies of the following documents for our records:

1. Relieving order/letter from your present employer
2. Certificates in support of your qualification (including degree certificates and final mark/grade sheets), experience and emoluments
3. Salary Certificate from your present employer
4. Four Passport Size photographs.
5. Relevant Pages of your Passport.
6. Address proof
7. Two reference letters.

Your Annual CTC will be Rs.**2,19,192**/-per annum (**Rupees TWO LAKH NINETEEN THOUSAND ONE HUNDRED AND NINETY TWO Only**). Your employment shall be confirmed based upon your overall performance and on successful completion of a probation period of Six months from the date of joining. Your initial core focus shall be mainly on of "**HR Assistant**" and other areas of Services that Maintec/its client offer from time to time.

Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to work on **April 8, 2021** or any other date which may be decided as per mutual discussions.

In the event of resignation of your services with the company, a mandatory notice period of 30 days would have to be given by you, unless the company/client agrees to a shorter notice period depending on the client requirements. In the event of the company/client wanting to dispense with your services, the company shall be liable to give 15 days notice as advance intimation or pay you 15 days basic salary in lieu of the notice, as compensation.

Please sign the copy of this letter as a token of acceptance of this offer. Please address any inquiries to the HR team of Maintec that you may have in connection with your proposed employment.

Sincerely,
For Maintec Technologies Pvt. Ltd.

Malathi Krishnan
HR Manager

I agree to accept employment on the above-mentioned terms and conditions and I will report to duty on **April 8, 2021** or any other date which may be decided as per mutual discussions.

Candidate's Signature: K Naga pravallika Date: 7-04-2021

Maintec Confidential

** UPC symbol is unique to each document and cannot be copied or duplicated **
(This document is digitally signed, hence counter signature / stamp is not required.)

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Tech Mahindra

Ref: 788540/1837586/Permt

Date: 09th January, 2021

Nadithoka Jayasri
H No - 865, Dondapadu Colony, Kalahasthi Street
Gudiwada, Krishna District, Andhra Pradesh - 521301.
Phone No: 7981810344

Subject - Offer of Appointment

Dear Nadithoka Jayasri,

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 **Hyderabad** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 294361 (Rupees Two Lakhs Ninety Four Thousand Three Hundred And Sixty One 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 **09th January, 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 **Naresh Kumar G at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, SEZ Block, Unit V, Bahadurpally, Hyderabad - 500043**. 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 **Naresh Kumar G** latest by **09th January, 2021**.

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CIN: U72200AP2014PTC094843

ESTD. 2014

Swapna Bharathi Learning Solutions Pvt., Ltd.

Synchronizes Talent, Technology, Trade with Quality Processes

Offer cum Appointment Letter

Date: 27th February 2021

Reference No. SBLOAL\2021\0042

To

Ms. Jahnavi Nandamuri,

Angaluru, Gudlavalleru Mandalam, Krishna Dist., Andhra Pradesh, India.

Subject: LETTER OF OFFER OF EMPLOYEMENT - HR Executive - Employee Relations

Dear Ms. Jahnavi Nandamuri,

Following our recent discussions, we are delighted to offer cum appointment to you as a ***HR Executive-Employee Relations*** with Swapna Bharathi Learning Solutions (SBL Solutions) and needs to report by 1st March 2021. If you join SBL Solutions, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of SBL Solutions Family, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of SBL Solutions. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding.

The following points outline the terms and conditions:

1. You will be paid a consolidated amount of Rs 1, 80,000/- (Rupees One Lac and Eighty thousand only) per annum and the above consolidated amount will consist of the following:
   a. Rs. 1,20,000/- per annum as fixed pay, and
   b. Rs. 30,000/- per annum as variable pay which is linked to your performance and that of the company
   c. Rs. 30,000/- per annum as yearend bonus which is linked to your performance and that of the company
2. This appointment is for a period of two years effective date of your joining and may be renewed on a mutual basis. This arrangement is with effect from 1st March 2021 and will be valid for a period of two years.

(Continued...)

Registered Office Address: 1-191, Vysya Bazar, Gudlavalleru, Near Vijayawada, Andhra Pradesh, India. PIN: 521356
Telephone No: (08674) – 274245 | Cell No: +91 9491396767 | E-Mail: info@sblsol.com | Company Website: www.sblsol.com

Swapna Learning Solutions Pvt. Ltd. Gudlavalleru 521356

CIN: U72200AP2014PTC094843

Swapna Bharathi Learning Solutions Pvt., Ltd.

Synchronizes Talent, Technology, Trade with Quality Processes

13. Following the initial probationary period, a progression and performance review will be conducted on a quarterly basis to assess performance to-date, and to clarify or modify this arrangement, as the need may arise.
14. The Hours of work is 6 days a week and you have to meet 9.30 hours in office that includes breaks and Lunch time.
15. Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

For Swapna Bharathi Learning Solutions Pvt., Ltd.

Santoshi Jupudi

Chief People and Compliance Officer

Accepting the Employment

Jahnavi Nandamuri

Registered Office Address: 1-191, Vysya Bazar, Gudlavalleru, Near Vijayawada, Andhra Pradesh, India. PIN: 521356
Telephone No: (08674) – 274245 | Cell No: +91 9491399767 | E-Mail: info@sblsol.com | Company Website: www.sblsol.com

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POWER MECH

Growth Unlimited

Ref: PM/CO/HR/F.No706/21-22/5861 Date: 05.04.2021

Mr. Bhargav Padamata
10-23,Chinayerukapadu,Chinayerukapadu,
Gudivada,Krishna Dist-521322
Mobile: 7337044033

Appointment Order

Dear Mr. Bhargav Padamata,

We have pleasure in appointing you as Tr.Accounts Officer - F&A in our organization, with effect from 05.04.2021 on the following terms and conditions:

1. Placement & Compensation:
   You will be placed in the appropriate area / responsibility level of the Company, and will be paid a CTC of Rs.240000/- (Rupees Two Lakh(s) Forty Thousand Only) Per Annum. You shall be governed by the rules of the Company, as applicable and/or amended from time to time.

2. Probation:
   In the first instance, you will be on probation for a period of Six months from the date of your joining. Thereafter your probation period may be either extended at the discretion of the management or may be dispensed with it either earlier or thereafter till confirmation. Unless confirmed in writing, you shall be deemed as probationer after the expiry of the initial period or extended period of probation. Based on your performance during the probation period, either initially or extended period of probation, your services can be terminated without giving any notice or assigning any reasons thereof.

3. Posting & Transfer:
   Your initial posting will be at Corporate Office,Hyderabad. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

4. Full time employment:
   Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

POWER MECH PROJECTS LIMITED
AN ISO 9001, ISO 14001 & OHSAS 18001 CERTIFIED COMPANY
JAS-ANZ
M457091021
Regd. & Corporate Office :
Plot No. 77, Jubilee Enclave, Opp. Hitex,
Madhapur, Hyderabad-500081
Telangana, India
CIN : L74140TG1999PLC032156
Phone : 040-30444444
Fax : 040-30444400
E-mail : info@powermech.net
Website : www.powermechprojects.com
ICR ANAB SAFETY FIRST

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PK CORPORATE SOLUTIONS PVT. LTD.

Appointment Letter

22nd June 2020

Dear Puvvada Gopi Krishna,

This is with reference to your application at United Network India. Upon successful completion of the interview process with us, we welcome you to our team.

Designation: Mandal Level Officer

Date of Joining: 22nd June 2020

Your base Location will be communicated to you duly and is expected to travel based on project requirements

You will be on probation & training period for **2 months** post which will be confirmed basis your performance in these 2 months

This offer is subject to you clearing a background verification check which will be completed in 30 days from your date of joining

We are excited to have you on board! We hope that with your prior educational & professional qualifications and your passion, you will be able to do justice to the offered role

The details of our offer include compensation structure during probation and after confirmation of your employment, terms and conditions of your employment, employee agreement which are attached as Annexures below.

Please take the time to carefully review our offer. This letter, along with the enclosed schedules, outlines the obligations of both Company and you with respect to your employment conditions, subject to certain rules and Regulations.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Annexure(s), initialing each page in the right-hand corner, and returning it to us upon your earliest convenience, but prior to your first day of employment (joining date).

we look forward to welcoming you to the PK Corporate Solutions Pvt Ltd team and wish you a successful and rewarding career with us.

For PK Corporate Solutions Pvt Ltd

PK CORPORATE SOLUTIONS PVT. LTD. Hyderabad

T Uday Kumar
Director

UNITED NETWORK INDIA