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)
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PLACEMENT CELL ANNUAL REPORT

A.Y:2018-19

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	15481A0102	Aditya Vardhan Kanta	B.Tech-CE	SNS Associates 54-20/2, 14A, Road No. 1, Commercial Tax Officers Colony, Guru Nanak Colony, Vijayawada, Andhra Pradesh 520008	3.2
2	15481A0105	Ala Venkateswara Rao	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
3	15481A0106	Allu Sri Latha	B.Tech-CE	VEE Technologies Pvt. Ltd. Sona Towers, 71, Miller Road, Banglore	2.2
4	15481A0109	Attanti Mahesh	B.Tech-CE	ITC Ltd, ABD-ILTD, Chirala	2
5	15481A0110	Azmeera Venkat Rao	B.Tech-CE	Engineering Assistant Kalisipudi, Sachivalayam, Govt of AP	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)
6	15481A0113	Bhanavath Saidulu	B.Tech-CE	SCISCO Consultancy Plot 11, 1st Floor, Furniture Club Road, Vijayawada	2.2
7	15481A0115	Birraju Vineeth Varma	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.2
8	15481A0117	Boyina Hemachandu	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
9	15481A0119	B B Tiru Ganesh Sasta kumar	B.Tech-CE	SCISCO Consultancy Plot 11, 1st Floor, Furniture Club Road, Vijayawada	2.2
10	15481A0120	Chava Purna Sai Rama Krishna	B.Tech-CE	POWER MECH Plot No77, Jubliee Enclave, Opp Hitex, Madhapur, HYD	2.2
11	15481A0123	Chennupati Sandeep	B.Tech-CE	Aparna Constructions Pvt Ltd. Serilimgampally, Hyderabad	3.2
12	15481A0124	Chinta Bhaskar Sai	B.Tech-CE	POWER MECH Plot No77, Jubliee Enclave, Opp Hitex, Madhapur, HYD	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)
13	15481A0127	Darla Hari Krishna	B.Tech-CE	VEE Technologies Pvt. Ltd. Sona Towers, 71, Miller Road, Banglore	2.2
14	15481A0130	Devendla Sairam	B.Tech-CE	Aparna Constructions Pvt Ltd. Serilimgampally, Hyderabad	3.2
15	15481A0132	Doddipatla Naga Siva Sai Kumar	B.Tech-CE	Dalapathi Constructions Kharvalli Road, Vasuri, Talwada Dt, Palghar-421312	2
16	15481A0133	Ede Kundana	B.Tech-CE	VEE Technologies Pvt. Ltd. Sona Towers, 71, Miller Road, Banglore	2.2
17	15481A0135	Emmandhi Venkatesh	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
18	15481A0138	Gelli Kali Vara Prasad	B.Tech-CE	Aparna Constructions Pvt Ltd. Serilimgampally, Hyderabad	3.2
19	15481A0142	Gugulothu Aravind	B.Tech-CE	Surveyor, Penumakalanka Govt. of AP.	3.2

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	15481A0145	Gurindapalli Veena Vani	B.Tech-CE	Surveyor, Amarthalur Govt. of AP.	3.2
21	15481A0152	Jannu Yeswanth	B.Tech-CE	Surveyor & Land Records, Machilipatnam Govt. of AP.	3.2
22	15481A0154	Junapudi Sujay	B.Tech-CE	VRO, Machilipatnam Govt Of AP	2
23	15481A0155	Kaile Jeevan Prabhakar	B.Tech-CE	V V INFRA H No 4-7-50/3, Room No 2, BapujiNagar, Nacharam, Hyd	2
24	15481A0169	Kaja Sriram Praveen Kumar	B.Tech-CE	Village Surveyor, Eluru Govt Of AP	2.2
25	15481A0170	Kotla Chinna Kollaiah	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
26	15481A0171	K Naga Surya Satya Srinivas	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	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)
27	15481A0173	Lakkaraju Sravani	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
28	15481A0177	Majji Thanusha	B.Tech-CE	LAKSHYA INFORMATICS No 43, Padmanabha Nagar, Main road, Adigal street, Chennai	2.2
29	15481A0178	Malladi Jagadish	B.Tech-CE	Village Surveyor, Sakinetipalli Govt Of AP	2.2
30	15481A0181	Mangalagiri Rohith	B.Tech-CE	Continental Designers #4, Shilpa Apartments, Erramanzil Colony, Hyderabad.	2.2
31	15481A0188	Morla Sai Venkatesh	B.Tech-CE	Village Surveyor, Eluru Govt Of AP	2.2
32	15481A0189	Motapothula Gopi Raju	B.Tech-CE	Village Surveyor, Guntur Govt Of AP	2.2
33	15481A0190	Munagala Lokesh Sai	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	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	15481A0194	Nandyala Naga Raju	B.Tech-CE	Engineering Assistant Penuganchiprolu, Sachivalayam, Govt of AP	2.2
35	15481A0199	Palankipati Sriram Karthik	B.Tech-CE	POWER MECH Plot No77, Jubliee Enclave, Opp Hitex, Madhapur, HYD	2.2
36	15481A01A0	Pamula Teja	B.Tech-CE	AANM & VVRSR Ploytechnic Gudlavalleru	2
37	15481A01A2	Parisi Revanth Kumar	B.Tech-CE	POWER MECH Plot No77, Jubliee Enclave, Opp Hitex, Madhapur, HYD	2.2
38	15481A01A7	Poluri Subba Rao	B.Tech-CE	Survey and Land Records, Machilipatnam Govt of AP	2.2
39	15481A01B3	Reddy Nandini	B.Tech-CE	Ward Planning & Regulation Govt of AP	2.2
40	15481A01B8	Sangisetty Sai Mohan	B.Tech-CE	Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061	3.2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
41	15481A01C2	Sayala Naga Nancharayya	B.Tech-CE	Engineering Assistant Gunadala, Govt of AP	2.2
42	15481A01C6	Shaik Khaleshavali	B.Tech-CE	NCPE Infrastructure India Pvt Ltd. 12-2-826/A, LIC Colony, Vivekananda Colony, Santosh Nagar, Mehdipatnam, Hyderabad, Telangana 500028	3.2
43	15481A01D1	Talari Purna Krishna Vamsi	B.Tech-CE	Village Surveyor, Catakai Kaikaluru, Govt of AP	2.2
44	15481A01D4	Thammana Prudhvi Raj	B.Tech-CE	SINGLETON 23B, Alta Whites Apartments, Road No3, Film Nagar, jubliee Hills, Hyderabad	2.8
45	15481A01D6	Thota Niharika	B.Tech-CE	Surveyor, Penjendra Govt of AP	2
46	15481A01E0	T Murali Lakshman Kumar	B.Tech-CE	Village Surveyor Machiliapatnam, Govt of AP	2.2
47	15481A01E3	Uppalapati Dinesh Babu	B.Tech-CE	SCISCO Consultancy Plot 11, 1st Floor, Furniture Club Road, Vijayawada	2.2

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48	15481A01E8	Veeranki Sai Naga Ashok	B.Tech-CE	Surveyor, Thotlavalleru, Govt Of AP	2.6
49	15481A01E9	Vemareddy Srinivasa Reddy	B.Tech-CE	Surveyor, Edmakallu, Prakasam, Govt Of AP	2.2
50	15481A01F0	Vemula Bala Siva Naga Bhargavi	B.Tech-CE	POWER MECH Plot No77, Jubliee Enclave, Opp Hitex, Madhapur, HYD	2.2
51	16485A0101	Ch Gitendra Sairam Lokesh	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
52	16485A0102	Osireddy Alekya	B.Tech-CE	Surveyor Nagamalli, Seethanagaram, Govt of AP	2.2
53	16485A0104	Kodali Kamalakar	B.Tech-CE	Surveyor Vemavaram, Gudlavalleru, Govt of AP	2.2
54	16485A0105	Taneti Ravali	B.Tech-CE	Surveyor Venkatapuram, Eluru, Govt of AP	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)
55	16485A0106	Abdul Farooq	B.Tech-CE	Reliance Builders Plot 124, Prashasan Nagar, Jubilee Hills, Hyderabad	2.2
56	16485A0107	Somavarapu Sai Kumar	B.Tech-CE	VRO, Munukulla Govt of AP	2
57	16485A0108	Pagolu Vanajakshi	B.Tech-CE	Reliance Builders Plot 124, Prashasan Nagar, Jubilee Hills, Hyderabad	2.2
58	16485A0109	J D N Venkata Chandra Sekhar	B.Tech-CE	Surveyor, Machilipatnam Govt of AP	2
59	16485A0110	Kodali Navya	B.Tech-CE	L&W Construction Pvt Ltd #801, 8th Floor, Pride Hulkul, Lalbagh Road, Banglore	2.2
60	16485A0111	Payalapati Anjana	B.Tech-CE	VRO, Pamarru Govt of AP	2
61	16485A0114	Bolapati Naveen Kumar	B.Tech-CE	Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061	3.2

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62	16485A0116	Perikala Kishore Babu	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
63	16485A0117	Javvaji Venkatesh	B.Tech-CE	Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061	3.2
64	16485A0118	Mohammad Akbar Saqlain	B.Tech-CE	Reliance Builders Plot 124, Prashasan Nagar, Jubilee Hills, Hyderabad	2.2
65	16485A0121	Pamarthi Vijay Kumar	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
66	16485A0122	Anagani Lakshmi Saraswathi	B.Tech-CE	POWER MECH Plot No77, Jubliee Enclave, Opp Hitex, Madhapur, HYD	2.2
67	16485A0123	Pittu Sirisha	B.Tech-CE	Ward Planning & Regulation Govt of AP	2.2
68	16485A0124	Penumala Mary	B.Tech-CE	AANM & VVRSR Ploytechnic Gudlavalleru	2

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69	16485A0126	Pamarthi Hari Gopal	B.Tech-CE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.2
70	16485A0127	Maganti Siva Naga Ashok Kumar	B.Tech-CE	Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061	3.2
71	16485A0128	Kodamula Yona	B.Tech-CE	Reliance Builders Plot 124, Prashasan Nagar, Jubilee Hills, Hyderabad	2.2
72	16485A0129	Padmisetti Siva Sankar	B.Tech-CE	L&B Building Solutions Pvt Ltd. #86, 2nd &3rd Floor, RadhaKrishna Grand, 27th Main, HSR Layout, Banglore	3.2
73	16485A0130	Laxmipuram Radha Krishna	B.Tech-CE	Surveyor, Machilipatnam Govt of AP	2
74	16485A0131	D Vamsi Krishna Subhash	B.Tech-CE	OVATION SERVICES PVT. LTD. 5, Survey No 83/1, 5th Floor Western Dallas Centre, Raidurg, Serilingampally Mandal, Ranga Reddy, Telangana, 500081	2.2

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75	16485A0132	Mohammad Ayub	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
76	16485A0133	Gorrela Pradeep	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	2.4
77	16485A0134	Kousar Fathima	B.Tech-CE	S N Fabrications Plot No 424, Ushodaya towers, Shapurnagar Hyderabad	2.8
78	16485A0135	K Veeravenkata Murali Krishna	B.Tech-CE	Surveyor, Ongole Govt of AP	2
79	16485A0138	Puppala Janaki	B.Tech-CE	Sai Prasanna Planner & Architects Near Muncipal Office, Machilipatnam	2.2
80	16485A0140	Boyina Sandhya	B.Tech-CE	AANM & VVRSR Ploytechnic Gudlavalleru	2
81	16485A0141	Udayagiri Surya Teja	B.Tech-CE	KMV Constructions Corporate Office, 8-3-948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad	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)
82	16485A0142	Pedapalli Manohar	B.Tech-CE	Reliance Builders Plot 124, Prashasan Nagar, Jubilee Hills, Hyderabad	2.2
83	16485A0144	Gotru Sukumar	B.Tech-CE	Ward Planning & Regulation Govt of AP	2.2
84	16485A0146	Damerla Ashok Kumar	B.Tech-CE	GORLE GROUP Mayfair Garden, #502, 8-2-682/3A & B, Road No 12, Banjara Hills, Hyderabad, Telangana – 500034, India	3.2
85	16485A0147	Nimmagadda Anil	B.Tech-CE	eLogic Solutions May Flowers Building Plot No 72 Kharaka, hyderabad	3
86	16485A0148	Gaddam Uma Maheswara Rao	B.Tech-CE	Sri Vasavi Institute of Engineering & Technology, Nandamuru	2.2
87	16485A0152	Mendu Sunil	B.Tech-CE	Surveyor, Chatakai Govt of AP	2.5
88	16485A0244	D. Thirumala Rao	B.Tech-EEE	Sitra Infotech Pvt Ltd, Door No 7-2-1813/5/A, Sanath Nagar, Hyderabad - 500018	2.00

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89	15481A02F6	V. Charan Durga Sudheer	B.Tech-EEE	ECIL, Near Ecil X Road, NFC Road, ECIL-500062.	5.37
90	15481A0222	Borra Narendra Babu	B.Tech-EEE	Divis laboratories Limited, 1-72/23(P)/DIVIS/303, Divi Towers, Babukhan Ln, Cyberhills Colony, Gachibowli, Hyderabad, Telangana 500032	2.20
91	16485A0226	M. Abhay	B.Tech-EEE	Digital Assistant, Andhra Pradesh	1.80
92	16485A0219	V. Jagadeesh Venkat	B.Tech-EEE	AANM & VVRSR POLYTECHNIQUE, Gudlavalleru, Krishna Dist. Andhra Pradesh - 521356	1.68
93	15481A02C1	Pandiri Bhargavi	B.Tech-EEE	AANM & VVRSR POLYTECHNIQUE, Gudlavalleru, Krishna Dist. Andhra Pradesh - 521356	1.68
94	15481A0231	Ch. Naga Deepthi	B.Tech-EEE	Mahila Police, Government of A.P	1.80
95	15481A02C7	P. Durga Jagadish	B.Tech-EEE	Saee Trafoline Private Limited, Vijayawada - Gudivada Road, Patamata, Benz Circle, Vijayawada, Andhra Pradesh	1.68

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96	15481A0221	B. Sree Harsha Vardhan	B.Tech-EEE	CSS Corp Pvt Ltd, 32 A & 32 B Ambit IT Park Ground, 6th, 9th & 10th Floor, Ambattur Industrial Estate, Chennai - 600058	1.80
97	16485A0215	Chinnam Ganesh	B.Tech-EEE	L & W Constructions, 801 Pride Hulkul, 8th Floor,No.116 Lalbagh Road,Bengaluru - 560027	1.56
98	16485A0251	K. Raja	B.Tech-EEE	L & W Constructions, 801 Pride Hulkul, 8th Floor,No.116 Lalbagh Road,Bengaluru - 560027	1.56
99	16485A0211	Barnikana Kumar	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20
100	15481A0263	Kancherla Melvin Bal Raj	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20
101	15481A0271	K. Rajashekara Reddy	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20
102	15481A0275	Kopuri Kiran Kumar	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
103	15481A0279	Kukkala Sai Bharath	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20
104	15481A02C3	Patnana Eswararao	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20
105	16485A0204	Mohammed Shabaz	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20
106	16485A0207	Velpula Sukumar	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	2.00
107	16485A0217	Morla Gnaneswar	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20
108	16485A0229	Boyina Siva Krishna	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20
109	16485A0236	Buragapu Harshavardhan	B.Tech-EEE	KMV Projects Ltd, 4th Floor Plot No: 8-3-948/949 Solitaire Plaza Hyderabad.	1.20

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110	15481A0230	Chedella Subramanyam	B.Tech-EEE	Cadsys India Limited, Tirumala Estate, 3-6-262, 2nd Floor, Old MLA Quarters Rd, AP State Housing Board, Himayatnagar, Hyderabad, Telangana 500029	1.20
111	15481A02D3	Pulidindi Anusha	B.Tech-EEE	Vee Technologies Private Limited, 48/5/6, 9C & 9D, 9th Floor, Vaishnavi's Cynosure 2, Gachibowli Rd, Opp. RTTC, Telecom Nagar Extension, Gachibowli, Hyderabad, Telangana	1.80
112	15481A02E0	Sayala Jithendra Kumar	B.Tech-EEE	Vee Technologies Private Limited, 48/5/6, 9C & 9D, 9th Floor, Vaishnavi's Cynosure 2, Gachibowli Rd, Opp. RTTC, Telecom Nagar Extension, Gachibowli, Hyderabad, Telangana 500032	1.80
113	15481A0232	Chintala Sangeetha	B.Tech-EEE	Vee Technologies Private Limited, 48/5/6, 9C & 9D, 9th Floor, Vaishnavi's Cynosure 2, Gachibowli Rd, Opp. RTTC, Telecom Nagar Extension, Gachibowli, Hyderabad, Telangana 500032	1.80
114	16485A0203	P. Bala Chaitanya	B.Tech-EEE	Project Associate, IIT Hyderabad, Telangana	3.60
115	15481A0248	G. Sai Ramya	B.Tech-EEE	Collins Aerospace, Building 795, DLF Cybercity, Block, 2, Phase 3 Rd, Hyderabad, Telangana 500032	4.50

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
116	15481A0203	Adapa Leela Sravani	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
117	15481A0205	Agastyaraju Jaganmohanrao	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
118	15481A0208	Annapareddy Sarath	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
119	15481A0259	Kagitha Surendra Babu	B.Tech-EEE	Wipro Enterprises (P) Limited Wipro House, 3rd Floor, No. 8, 7th Main, 80 Feet Road, Koramangala, 1st Block, Bangalore- 560034, Karnataka	3.50
120	15481A02B6	Paladugu Sravani	B.Tech-EEE	Wipro Enterprises (P) Limited Wipro House, 3rd Floor, No. 8, 7th Main, 80 Feet Road, Koramangala, 1st Block, Bangalore- 560034, Karnataka	3.50
121	15481A02C0	Pandalaneni Ratna Sri	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80

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122	15481A02E5	Sree Valli Sarva	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.80
123	16485A0201	Shaik Abdul Kareem	B.Tech-EEE	GSK Power Tech Pvt Ltd, 8-401 Vijayawada - MTM Main Road, Vuyyuru, Andhra Pradesh 521165	1.80
124	16485A0202	Golukonda Harika	B.Tech-EEE	PANCHAYAT SECRETERY, Andhra Pradesh	1.80
125	16485A0239	Murari Siva Raghavendra	B.Tech-EEE	Divis laboratories Limited, 1-72/23(P)/DIVIS/303, Divi Towers, Babukhan Ln, Cyberhills Colony, Gachibowli, Hyderabad, Telangana 500032	2.20
126	16485A0248	S. Praveen	B.Tech-EEE	Divis laboratories Limited, 1-72/23(P)/DIVIS/303, Divi Towers, Babukhan Ln, Cyberhills Colony, Gachibowli, Hyderabad, Telangana 500032	2.20
127	16485A0220	D. Chaithanya	B.Tech-EEE	Meera Tech Solutions, Uppal, Hyderabad	2.61
128	16485A0223	V. Sai Prathyusha	B.Tech-EEE	Altran Technologies, Hyderabad	2.60

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129	16485A0227	Naidu Vamsi	B.Tech-EEE	SMAC Technology Labs Pvt. Ltd, 1-33-8/10, 2-128, Sri Vijayaganapathi Homes Ramachandra Mission Road, SVN Colony, Guntur, Andhra Pradesh 522007	1.80
130	15481A0278	K. P. Srinivas	B.Tech-EEE	Synapse, Majestic Plaza, Survey 21/5, Kharadi - Hadapsar Bypass Rd, Near Nyati Empire, Santipur, Thite Nagar, Kharadi, Pune, Maharashtra 411014	2.00
131	15481A0277	K. Satyanarayana	B.Tech-EEE	US IT Recruter, Hyderabad	2.40
132	15481A0276	K.S.R. Prathap Kumar	B.Tech-EEE	Delhivery Private Limited, Plot 5, Sector 44, Gurugram 122002, Haryana, India	2.00
133	15481A0255	Havila Inti Grace	B.Tech-EEE	ZenQ, Madhapur, Hyderabad, Telangana 500081	2.80
134	15481A0223	Borra Subbarao	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.50

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
135	15481A0202	Abdul Mannan	B.Tech-EEE	ASCRIT PRIVATE LIMITED, 74-28-3, Ground floor, Bhavani Shankar St, Chowdhary Pet, Ayyappa Nagar, Vijayawada, Andhra Pradesh 520007	2.40
136	15481A02A8	Nakka Anjireddy	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.50
137	15481A0206	A N Venkata Radha Bhavani	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	2.60
138	15481A0246	Gade Hemanth Siva Prasad Reddy	B.Tech-EEE	HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot H 01B, Hyderabad	1.44
139	16485A0210	Dharavathu Naga Raju	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.50
140	15481A0268	Kattakuri C Sai Sree	B.Tech-EEE	ALIENS GROUP, Aliens space station, Hyderabad	2.40
141	15481A0291	Mekala Naga Kusuma	B.Tech-EEE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	2.86

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
142	15481A0296	Mokkapati Bhargava Krishna	B.Tech-EEE	EPSoft, Medha Hi-tech City, Kesarapalli,Gannavaram IT Park Road., Vijayawada, Andhra Pradesh 521102	2.40
143	15481A0297	Molabanti Divyasai	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
144	15481A0299	Mothukuri Kartheek	B.Tech-EEE	Genius Consultants Limited, Prakash nagar metro station Near shoperstop lane, 1st left, Telangana 500016	2.40
145	15481A02B7	Palivela Sai Kiran	B.Tech-EEE	Vee Technologies Private Limited, 48/5/6, 9C & 9D, 9th Floor, Vaishnavi's Cynosure 2, Gachibowli Rd, Opp. RTTC, Telecom Nagar Extension, Gachibowli, Hyderabad, Telangana 500032	1.80
146	15481A02E4	Somisetty Venkata Bhavani Sushma	B.Tech-EEE	TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021	3.37
147	15481A02E7	Sundru Keerthi	B.Tech-EEE	Byju's Bangalore	2.40
148	15481A02E8	Tenneti Rakesh Sarma	B.Tech-EEE	All State, Bangalore, Karnataka	3.75

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
149	15481A02G0	Vudatha Mohan Krishna	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	3.83
150	16485A0208	Guttula Edukondalu	B.Tech-EEE	Sungwoo Hitech AP Pvt Ltd, 14A, Industrial park, Duddebanda, Andhra Pradesh 515164	1.59
151	15481A0290	Meesala Ramana	B.Tech-EEE	Andhra Bank, Yenkampeta, Telangana	2.80
152	16485A0212	Mogalapalli Rajesh	B.Tech-EEE	Cadsys India Limited, Tirumala Estate, 3-6-262, 2nd Floor, Old MLA Quarters Rd, AP State Housing Board, Himayatnagar, Hyderabad, Telangana 500029	1.20
153	16485A0246	M.B.V. S. Sai Avinash	B.Tech-EEE	L Cube Innovative Solutions Private Limited, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.70
154	15481A0210	Atkuri Yamini Krishna	B.Tech-EEE	L Cube Innovative Solutions Private Limited, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.70

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
155	15481A0272	Konaparthi Gopi Chand	B.Tech-EEE	Capgemini Technology Solutions India Ltd. 1-7 Floors, Building H-07 Phoenix Infocity Special Economic Zone Sy No. 30(P), Lingampally, Gachibowli Rd, Hyderabad, Telangana 500082	4.00
156	15481A02E3	S. Swetha	B.Tech-EEE	ALIENS GROUP, Aliens space station, Hyderabad	2.40
157	15481A02D0	Polukonda Anil Kumar	B.Tech-EEE	DATAWISE MANAGEMENT SERVICES INDIA PRIVATE LIMITED , HYDERABAD	2.04
158	15481A02E6	Srinadhudu Surendra	B.Tech-EEE	Byju's Bangalore	2.40
159	15481A0303	Allampalli Rajeev Rathan	B.Tech -ME	NCH India Private Limited chennai.	2.1
160	15481A0304	Ambujalapu Srinu	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	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)
161	15481A0305	Angadala Harsha Vardhan	B.Tech -ME	TCS, Mumbai	3.3
162	15481A0309	Bandaru Veeranjaneyulu	B.Tech -ME	KMV Projects Ltd., Karnataka	1.8
163	15481A0312	Basam Manohar	B.Tech -ME	TCS, Mumbai	3.3
164	15481A0313	Basava Uma Sai Ram Pavan Kumar	B.Tech -ME	OneDigitals Soft Solutions India Pvt. Ltd., Hyderabad	1.8
165	15481A0314	Batchu Jagadeesh Prasad	B.Tech -ME	TCS, Hyderabad	3.3
166	15481A0317	Bezawada Ashok	B.Tech -ME	Care Tech Solutions (India) Private Ltd., Chennai	1.8
167	15481A0319	Bondada Sunil Prakash	B.Tech -ME	Infosys Limited Bangalore	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)
168	15481A0324	Chalamalasetti Sripavan	B.Tech -ME	Ward Secretariat, Government of Andhra Pradesh	3.5
169	15481A0327	Chikka Someswara Rama Sandeep	B.Tech -ME	SEC industries Pvt. Ltd. Hyderabad	1.8
170	15481A0330	Chittimothu Mahesh Babu	B.Tech -ME	Divi's Laboratories Limited vishakapatnam	3
171	15481A0332	Chitturi Sai Raghavendra	B.Tech -ME	cognizant Chennai	3
172	15481A0333	Dande Koteswara Rao	B.Tech -ME	Divis Labs vishakapatnam	3
173	15481A0337	G Kamal Naga Sai Vishnu Mahesh	B.Tech -ME	ICICI BANK (HYD)	2.4
174	15481A0341	Goli Naga Aswani Kumar	B.Tech -ME	New Leaf Engineering Pvt. Ltd.Bangalore	1.8
175	15481A0345	Gorantla Aravinda Krishna	B.Tech -ME	INFOSYS, Mysore	3
176	15481A0347	Guddanti Venkatesh	B.Tech -ME	SL AP Pvt. Ltd., Ananthapur	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)
177	15481A0350	Guntupalli Gireesh	B.Tech -ME	ISUZU motors india Pvt. Ltd. Hyderabad	2
178	15481A0358	Kakunuri Raj Kishore	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	3.5
179	15481A0363	Karanam Anudeep	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	3.5
180	15481A0364	Karanam Venkata Sai Sri Harsha	B.Tech -ME	MEIL, MAHABOOBABAD Hyderabad	2.11
181	15481A0367	Katta Gnana Venkata Naga Siva Sai Kumar	B.Tech -ME	Accenture, Hyderbad	3
182	15481A0370	Kaya Naveen	B.Tech -ME	PIONEER Hyderabad	1.8
183	15481A0371	Kinnera Kalyan	B.Tech -ME	Government of Andhra Pradesh	3.5
184	15481A0373	Kolapalli Sai Sri Ram	B.Tech -ME	CYIENT, Chennai	2.11
185	15481A0374	Kolli Tirupati Naidu	B.Tech -ME	Infosys Limited Bangalore	3
186	15481A0375	Kolluru C H N S Rahul Kumar	B.Tech -ME	KMV Projects Ltd., Banglore	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)
187	15481A0376	Kosuri Tharun Kumar	B.Tech -ME	Biological E. Limited Hyderabad	2.3
188	15481A0377	Kothagundla Badri Narayana	B.Tech -ME	Accenture, Hyderbad	2.8
189	15481A0378	Krovvidi V Narasimha Naga Sai Swapanth	B.Tech -ME	Avineon India Pvt. Ltd., Hyderabad	2.4
190	15481A0379	Kurapati Akash Babu	B.Tech -ME	Turbo Engineering Services, Hyderabad	2.8
191	15481A0380	L Veera Vishnu Pavan	B.Tech -ME	HCL chennai	3
192	15481A0382	Lukka Naga Sai Kumar	B.Tech -ME	Accenture, Hyderbad	2.8
193	15481A0383	M Venkata Koti	B.Tech -ME	INNOCORE Hyderabad	1.8
194	15481A0385	Maddala Rahul Kamal	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	3.5
195	15481A0387	Madiri Rithwick	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	3.5
196	15481A0388	Maheshbabu Valaparla	B.Tech -ME	Infosys Limited Bangalore	3
197	15481A0392	Marada Harsha Vardhan	B.Tech -ME	TCS, Hyderabad	3.3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
198	15481A0394	Medaka Naga Lakshmi Prasanna	B.Tech -ME	Megha Engineering & Infrastructure Ltd. Hyderabad.	2.11
199	15481A0395	Medisetty Sai Nikhil	B.Tech -ME	MEDHA Hyderabad	1.8
200	15481A0399	Merugumala Raja Sekhar	B.Tech -ME	Megha Engineering & Infrastructure Ltd. Hyderabad.	2.11
201	15481A03A1	Mohammad Hafees	B.Tech -ME	TCS Kerala.	3.3
202	15481A03A2	Mohammad Khasim	B.Tech -ME	STEAG Energy Services (India) Pvt. Ltd. Odisha	2.4
203	15481A03A3	Mohammed Hasan Shariff	B.Tech -ME	INFOSYS, Mysore	3
204	15481A03A4	Morupakala Hemanth	B.Tech -ME	MEIL, Adilabad	2.11
205	15481A03A5	Motepalli Devi Venkata Vara Prasad	B.Tech -ME	SR Gudlavalleru Engineering College Gudlavalleru	2.5
206	15481A03B0	Nadakuditi Akash	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	3.5
207	15481A03B5	Navudu Haritha Sri	B.Tech -ME	AEROSPACE knowledge centre Bengaluru	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)
208	15481A03B6	Navuluri Vijay Kumar	B.Tech -ME	Ashok Leyland, Chennai	3.5
209	15481A03B8	Paidimukkala Vanaja	B.Tech -ME	MEIL Hyderabad	2.11
210	15481A03B9	Pala Ganesh	B.Tech -ME	Scientific Federation Hyderabad	1.44
211	15481A03C0	Pala Vinaykumar	B.Tech -ME	Texmo Industries Tamilnadu	2.4
212	15481A03C1	Palla Bhargava Naidu	B.Tech -ME	Aurobindo Pharma Limited, Hyderabad	2.6
213	15481A03C2	Pallikonda Chitti Navaneeth	B.Tech -ME	Landmark Group Bengaluru	3.23
214	15481A03C5	Pattem Lakshmi Prasanna	B.Tech -ME	Tech Mahindra 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)
215	15481A03D0	Puppala Mahesh Babu	B.Tech -ME	Megha Engineering & Infrastructure Ltd., Hyderabad	2.11
216	15481A03D1	Putchala Tarun Sai Kumar	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	3.5
217	15481A03D4	S Sasidhar Reddy Madduri	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	3.5
218	15481A03D5	Salapati Vamsi Krishna	B.Tech -ME	Greenko Group, Hyderabad	1.8
219	15481A03D6	Samba Siva Rao Naik Dharavath	B.Tech -ME	Canara Bank, Shiroda	2.8
220	15481A03D7	Santosh Ravuri	B.Tech -ME	MARUTI SUZUKI Vijayawada	1.4
221	15481A03E0	Shaik Ameeruddin	B.Tech -ME	Meha Engineering & Infrastructures Ltd. Hyderabad	2.11
222	15481A03E2	Shaik Saida	B.Tech -ME	Capgemini Technologies Services India Limited Mumbai	3
223	15481A03E4	Sheik Abdul Azeez	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	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)
224	15481A03E6	Tallapudi Santosh Kumar	B.Tech -ME	Revathi equipment limited Coimbatore	1.8
225	15481A03E7	Thalluru Pavan Teja	B.Tech -ME	Megha Engineering & Infrastructure Ltd., Hyderabad	2.11
226	15481A03F4	Vechalapu Naveen	B.Tech -ME	WEB EXCEL SOLUTIONS Pvt. Ltd. Noida Delhi	1.8
227	15481A03F6	Veeramallu Gopichand	B.Tech -ME	KESTONE, Coimbatore	1.92
228	15481A03G0	Voonna Ramu	B.Tech -ME	Scientific Federation Hyderabad	1.44
229	16485A0301	Pusuluri Teja	B.Tech -ME	Megha Engineering & Infrastructures Ltd. Hyderabad	2.11
230	16485A0303	Kancharla Keerthi	B.Tech -ME	Government of Andhra Pradesh	2.1
231	16485A0304	Kagitha Sravani	B.Tech -ME	AANM & VVRSR Polytechnic College, Gudlavalleru	1.44
232	16485A0308	Kella Aparna	B.Tech -ME	WIPRO Hyderabad	3
233	16485A0309	Choragudi Suresh	B.Tech -ME	Inflocuris consulting Pvt. Ltd. Gannavaram	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)
234	16485A0311	Abdul Sadiq	B.Tech -ME	HGS (India) Limited Harayana	1.8
235	16485A0314	Murari Naveen	B.Tech -ME	KMV Projects Ltd., Banglore	1.8
236	16485A0315	Kuthadi Naga Venkatesh	B.Tech -ME	Village Secretariat, Government of Andhra Pradesh	3.5
237	16485A0317	Rali Nagaraju	B.Tech -ME	HLF Services, Chennai	2.8
238	16485A0325	Veeramachaneni Tejoram	B.Tech -ME	Infosys Limited Bangalore	3
239	16485A0329	Veeranki Sambasiva Rao	B.Tech -ME	Villagae Secretariat, Government of Andhra Pradesh	3.5
240	16485A0333	Sadaveerasubrahmany am	B.Tech -ME	KMV Projects Ltd., Banglore	1.8
241	16485A0334	Ahmad Shakeel	B.Tech -ME	Softanna Thiruvananthapuram Kerala	1.44
242	16485A0336	Pandi Saikumar	B.Tech -ME	Megha Engineering & Infrastructures Ltd., Hyderabad	2.11
243	15481A0402	Addagarla Sai Manikanta Yadav	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
244	15481A0404	Akurathi Sai Krishna	B.Tech-ECE	TCS, Madhapur, 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)
245	15481A0405	Amirineni Likith Sai	B.Tech-ECE	Genpact, Hyderabad	3
246	15481A0406	ANIL BETHE	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
247	15481A0410	Muttanthottil Ashley	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
248	15481A0412	Azgar Tasneem	B.Tech-ECE	TCS,Mumbai 400001	3.6
249	15481A0414	Badipati Prathyusha	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
250	15481A0416	Bale Suresh	B.Tech-ECE	Accenture, Hyderabad	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)
251	15481A0417	Bandela Prema Jyothi	B.Tech-ECE	Infosys, Electronics City, Bangalore.	3.6
252	15481A0419	Bangaru Venu Gopal	B.Tech-ECE	CTRLS, Hyderabad	3.6
253	15481A0420	Baswani Chandra Manoj	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
254	15481A0422	Bhava Sandhya Rani Kummari	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
255	15481A0424	Bhogaraju Shri Harika	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
256	15481A0425	Bollepalli Ashok	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	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)
257	15481A0427	Bommidi Ravathi	B.Tech-ECE	Implantaire Technologies, 203/A, Hebbal Industrial Area Belavadi, Post, Mysuru, Karnataka	3
258	15481A0429	BONDILI KUNDHAN	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
259	15481A0431	Borra Kranthi 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	3.8
260	15481A0433	Burugu Kavya	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
261	15481A0435	Chagarlamudi Pushpa Sri	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.8
262	15481A0437	Chebrolu Lavanya	B.Tech-ECE	TCS, Chennai	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)
263	15481A0438	Chemiti Mourya Sai	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
264	15481A0439	Chilaka Venkata Hima Teja	B.Tech-ECE	Acian Technologies Delhi	6
265	15481A0440	Chimmiri Kalyanchowdary	B.Tech-ECE	Fareportal India Pace City II, Sector 37 Gurgaon, India	13.2
266	15481A0441	Chinta Badari Nagasai	B.Tech-ECE	Efftronics, Vijayawada	6.2
267	15481A0444	Chirla Madhuri	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
268	15481A0446	Dama Ajay Babu	B.Tech-ECE	Efftronics,Vijayawada	6.2
269	15481A0447	Dama Ashok Kumar	B.Tech-ECE	LeadSoc Technologies India Pvt Ltd, 437, 27th main, Sector 2, PWD Quarters, 1st Sector 2nd & 3rd Floors, HSR Layout, Bengaluru, Karnataka	3.5
270	15481A0448	Dampanaboyina Sai Sameera	B.Tech-ECE	TCS, Mumbai 400001	3.6
271	15481A0449	Dandamudi Sesha Sai Vamsi Krishna	B.Tech-ECE	TCS, Madhapur, 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)
272	15481A0450	Dangeti Tirumaladurgaaravind 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	3.8
273	15481A0452	Dasari Vamsi Krishna	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
274	15481A0456	Dokku Raja Rajeswari Devi	B.Tech-ECE	HCL, Delghi	3.65
275	15481A0458	Dutta Hema Sai	B.Tech-ECE	TCS, Mumbai 400001	3.6
276	15481A0461	Emani Madhu Sree	B.Tech-ECE	L-Cube Software Solutions, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.7
277	15481A0463	Gade Balaji	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
278	15481A0464	Gade Jagadeesh	B.Tech-ECE	Coartha Techno Solutions,KH	3
279	15481A0465	Gali Ratna Jyothi	B.Tech-ECE	SBI Bank	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)
280	15481A0466	Ganta Chandrika	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
281	15481A0468	Garikapati Kavya	B.Tech-ECE	TCS, Mumbai 400001	3.6
282	15481A0470	Garre Sri Naga Manikhanta Swaroop	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
283	15481A0471	Gelli Teja Naga Veera Venkata Sunil	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
284	15481A0474	Godavari Rohith Kumar	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
285	15481A0476	Goparaju Sai Santosh	B.Tech-ECE	ZENQ, Hyderabad	3.0
286	15481A0478	Gudimetla Chaitanya Sai	B.Tech-ECE	TCS, Mumbai 400001	3.6
287	15481A0479	Gurram Murali Krishna	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
288	15481a0481	Guttikonda Sravya	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
289	15481A0482	Inkollu Priyanka	B.Tech-ECE	TCS, Mumbai 400001	3.6
290	15481A0483	Jagatapi Manoj Kumar	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	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)
291	15481A0484	Jampana Akhil	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
292	15481A0485	Jannu Sairam	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
293	15481A0486	Jasti Krishna Vamsi	B.Tech-ECE	HCL, Bangalore	3.65
294	15481A0487	Javvaji Vamsi	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.8
295	15481A0488	Jeebu Madhavi	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
296	15481A0489	Jonnalagadda Ritheeshanjana Chowdhary	B.Tech-ECE	Mindtree, Hyderabad	3.6
297	15481A0492	Kadiyala Deekshitha	B.Tech-ECE	Infosys, Electronics City, Bangalore.	3.6
298	15481A0493	Kakarla Mahesh Abinav	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
299	15481A0494	Kanagala Mohana Priya	B.Tech-ECE	KDCC Bank,Machiliptnam, Krishna,Ap	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)
300	15481A0495	Kanamarla Gopi Ranga Sai	B.Tech-ECE	HCL, Delhi	3.65
301	15481A0496	Kancharla Swathi	B.Tech-ECE	HCL, Delhi	3.65
302	15481A0498	Kandru Chandupriya	B.Tech-ECE	HCL, Bangalore	3.65
303	15481A0499	Kandula Siva Anjaneyulu	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
304	15481A04A1	Katta Dharmikananda Srinivas	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
305	15481A04A2	Katta Nissi Pearl	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.8
306	15481A04A3	Kesana Hemanth	B.Tech-ECE	Mindtree, Bhubaneshwer	3.6
307	15481A04A5	Kodali Syamala	B.Tech-ECE	L-Cube Software Solutions,6V3+5MH, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.7
308	15481A04A6	Kollipara Asha Sree	B.Tech-ECE	Mindtree, Hyderabad	3.6
309	15481A04A8	Koppu Ramya	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
310	15481A04B0	Kota Sekhar	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	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)
311	15481A04B1	Kota Venkata Subbanaidu	B.Tech-ECE	TCS, Mumbai 400001	3.6
312	15481A04B2	Kothapalli Jagannadha Sree Bhargava	B.Tech-ECE	Acuvate Software Pvt. Ltd.,1st, 2nd & 3rd Floor, MJR Arcade, Khanamet, Gurukul Society, Madhapur, Hyderabad – 500081	2.5
313	15481A04B3	Kothapalli Jethin Raju	B.Tech-ECE	L-Cube Software Solutions, 6V3+5MH, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.7
314	15481A04B4	Kothi Vamsidhar	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
315	15481A04B5	Kotipalli Siva Kalyan	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.8
316	15481A04B6	Kuna Pratap Kumar	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
317	15481A04B7	Kundurthi Vinay Kumar	B.Tech-ECE	Legato, Tower 1 & 2, 8th & 9th ,10th Floor Tower-2,GAR Corp, Laxmi Infobahn -SEZ ORR Service Road, Kokapet Village, Gandipet Mandal, Rangareddy Dist Hyderabad, Telangana	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	15481A04B9	Kongara Lalith	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
319	15481A04C1	Lingam Hema Harshitha	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.8
320	15481A04C2	Lukka Sai Vineela	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
321	15481A04C3	M K Mounica	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.8
322	15481A04C6	Maddala Sai Teja	B.Tech-ECE	HCL, Puene	3.65
323	15481A04C7	Maddula 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	3.8
324	15481A04C9	M Annavarapu Venkata Sesha Ravikiran	B.Tech-ECE	British Telecomm Delhi	3
325	15481A04D0	Malla Divakar	B.Tech-ECE	Vodafone India Pvt Ltd pune	4.62

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
326	15481A04D1	Mandadi Vinod Kumar	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
327	15481a04D4	Manepalli Harshith Venkata Raju	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.8
328	15481A04D7	Sistla Manoj Murthy	B.Tech-ECE	L-Cube Software Solutions, 6V3+5MH, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.7
329	15481A04D8	Marneni Akhil Poorvika	B.Tech-ECE	Infosys, Electronics City, Bangalore.	3.6
330	15481A04D9	Marrapu Manasa	B.Tech-ECE	Acuvate Software Pvt. Ltd.,1st, 2nd & 3rd Floor, MJR Arcade, Khanamet, Gurukul Society, Madhapur, Hyderabad – 500081	2.5
331	15481A04E0	Marri Rahul	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.8
332	15481A04E2	Mathi Kiranmayee	B.Tech-ECE	HCL, Bangalore	3.65
333	15481A04E4	Maturi Madhurima	B.Tech-ECE	Allsec Technalogies Limited, Chennai	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)
334	15481A04E5	Medisetty Vijay Bhaskar	B.Tech-ECE	Hyderabad, Telangana	
335	15481A04E6	Meesala Ganesh Kumar	B.Tech-ECE	Hyderabad, Telangana	4.5
336	15481A04E7	Meka Raja Mounika	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
337	16481A04E8	Mitta Rajasree	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
338	15481A04E9	Mohammad Shaila Khasimbi	B.Tech-ECE	Accenture, Hyderabad	3
339	15481A04F0	Molakalapalli Venkata Krishna Sai	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
340	15481A04F1	Mopidevi Siva Naga Raju	B.Tech-ECE	HCL, Bangalore	3.65
341	15481A04F2	Mulsa Sridevi	B.Tech-ECE	Hyderabad, Telangana	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)
342	15481A04F4	Nagalla Pavan Gopika	B.Tech-ECE	Ignitarium Technology Solutions Pvt. Ltd. Bengalure	3
343	15481A04F7	Naraharisetti Kiranmayi	B.Tech-ECE	Accenture, Hyderabad	3
344	15481A04F8	Natta Pujitha	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
345	15481A04F9	Neelisetty Naga Vandana	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
346	15481A04G0	Neerukonda Jaya Sai Kishore	B.Tech-ECE	Capgemini, Hyderabad	5
347	15481A04G1	Nekkalapu Ravi Teja	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
348	15481A04G2	Nikhat Farzana	B.Tech-ECE	TCS, Madhapur, 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)
349	15481A04G3	Nimmala Vamsi Krishna	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
350	15481A04G4	Nimmalapudi Raghuram	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
351	15481A04G5	Nunna Sai Krishna	B.Tech-ECE	HCL, Chennai	3.65
352	15481A04G6	Nunna Sai Sindhu	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.8
353	15481A04G7	Pallapothu Meghana	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.8
354	15481A04G8	Palyam Gnana Shakar	B.Tech-ECE	L-Cube Software Solutions, 6V3+5MH, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.7
355	15481A04G9	Pamarthy Sai Teja	B.Tech-ECE	Mindtree, hyderabad	3.6
356	15481A04H0	Parasa Baby Mani Sree	B.Tech-ECE	TEchM 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)
357	15481A04H2	Parisa Sandhya Rani	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
358	15481A04H3	Pasupuleti Neeharika	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
359	15481A04H5	Pendli Vasantha	B.Tech-ECE	Hyderabad, Telangana	3
360	15481A04H8	Piridi Satya Manoj Kumar	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
361	15481A04H9	Pitani Lakshmi Prasanna	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
362	15481A04I0	Polagani Vamsi Krishna	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
363	15481A04I1	Pondugula Manideep	B.Tech-ECE	HCL, Bangalore	3.65
364	15481A04I2	Ponnadi Mahesh	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
365	15481A04I5	Putti Sushma Lavanya	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.8
366	15481A04I8	Ponnada Jyothi Sivaraju	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	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)
367	15481A04J1	Raavi Ravi Teja	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.8
368	15481A04J2	Rachakulla Siri Himaja	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
369	15481A04J3	Rallabandi Rohith	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.5
370	15481A04J5	Ravuri Chandra Sekhar	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
371	15481A04J8	Saladi Pushpa Harika	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
372	15481A04K2	Kocherla Sandhya Rani	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
373	15481A04K5	Shaik Munasheer	B.Tech-ECE	HCL, Bangalore	3.65
374	15481A04K6	Shaik Neeha	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
375	15481A04K8	Simhadri Sai Ram Charan	B.Tech-ECE	TCS, Madhapur, 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)
376	15481A04L0	Somineni Purna Chandra Rao	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
377	15481A04L1	Sonti Swapna	B.Tech-ECE	VEM technologies,#8-48/1, Bachupally Industrial Area, Quthubullapur Mandal, R. R.Dist., Hyderabad-500090	2.6
378	15481A04L2	Srikaram Naga Nandini	B.Tech-ECE	Infosys, Electronics City, Bangalore.	3.6
379	15481A04L3	Sumeena Begum	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
380	15481A04L4	Syed Shakeel	B.Tech-ECE	L-Cube Software Solutions,6V3+5MH, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.7
381	15481A04L7	Thammana Sai Chakradhar	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
382	15481A04L8	Thatha Bhudevi	B.Tech-ECE	Capgemini Hyderabad	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)
383	15481A04M1	Thota Kasiviswanath	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
384	15481A04M3	Thulam Maheswari	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.8
385	15481A04M4	Tirukkovalluri Pradeep	B.Tech-ECE	Xilinx, Bangelore	2.53
386	15481A04M6	Tumu Vamsi Sai	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
387	15481A04M7	Tungala Srija	B.Tech-ECE	Infosys, Electronics City, Bangalore.	3.6
388	15481A04M8	V N Sai Ramcharan Tangirala	B.Tech-ECE	KPMG,Bangalore.	3.5
389	15481A04M9	Vallabhajyosyula Shanmukha Sreenivas	B.Tech-ECE	Infosys, Electronics City, Bangalore.	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)
390	15481A04N0	Vanabathina Sasi Gopal	B.Tech-ECE	DXC,Noida	2.8
391	15481A04N1	Vanjarapu Mounika	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
392	15481A04N2	Vemavarapu Aditya	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
393	15481A04N3	Vetsa Uma Sankar	B.Tech-ECE	VEE Technologies,Bangalore.	2.16
394	15481A04N4	Viswanadhapalli Teja	B.Tech-ECE	Wipro-Core, Bangalore.	3.8
395	15481A04N6	Vunnava Supriya	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
396	15481A04N8	Yarraguntla Shiva Jyothi	B.Tech-ECE	TechM-Cerum Systems Private Ltd.,Bangalore.	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)
397	15481A04N9	Yerramsetti Hema Naga Mounika	B.Tech-ECE	Cognizant Technology Solutions Pvt.Lid, Chennai.	3.4
398	15481A04O0	Yeruva Pravallika	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
399	16485A0401	Kasani Praballika	B.Tech-ECE	Global logic pvt ltd, Hyderabad	4.8
400	16485A0402	Barkhthunnisa Begum	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
401	16485A0405	Visarapu Venu	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
402	16485A0407	Rali Rajesh	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
403	16485A0408	Abbas Reza	B.Tech-ECE	Leadsoc technologies, 437, 27th main, Sector 2, PWD Quarters, 1st Sector 2nd & 3rd Floors, HSR Layout, Bengaluru, Karnataka	2.9

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
404	16485A0409	Meghavath Mounika	B.Tech-ECE	Sai Ranga Bhaskar Residency, flat no:- 409, Miyapur, Telangana 500049	1.8
405	16485A0410	Nalluri Sai Kiran	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
406	16485A0415	Eda Amruthavalli	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
407	16485A0416	Ghantasala Sri Raviteja	B.Tech-ECE	NTT Data, Bangalore	3.5
408	16485A0417	Potluri Mahalakshmi	B.Tech-ECE	L-Cube Software Solutions,6V3+5MH, 6th Ave, Aishwarya Colony, Thiruvalluvar Colony, Anna Nagar, Chennai, Tamil Nadu 600040	2.7
409	16485A0419	Thota Sivaganesh	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
410	16485A0420	Ravi Gopinath	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	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)
411	16485A0425	Gajjelli Saimounika	B.Tech-ECE	Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum	3
412	16485A0429	Aluru Dhana Harshitha	B.Tech-ECE	Allsec Technalogies Limited, Chennai	1.8
413	16485A0430	Bhupala Naga Venkata Naveen Kumar	B.Tech-ECE	Global Village, RVCE Post, Mysore Road, Bengaluru	4.8
414	16485A0432	Vittamsetti Nagalakshmi	B.Tech-ECE	TCS, Madhapur, Hyderabad	3.6
415	16485A0434	Mohammad Ansari	B.Tech-ECE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0221	3.8
416	16485A0436	Pere Naga Divya	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
417	16485A0437	Bonam Mounica	B.Tech-ECE	HCL, Bangalore	3.65

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
418	16485A0439	Mullapudi Vatsalya	B.Tech-ECE	Multplier IT Solutions, Hyderabad	3.0
419	16485A0442	Gosala Divya	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
420	16485A0443	Gangula Naveen	B.Tech-ECE	Capgemini, Hyderabad	5
421	16485A0444	Gundapaneni Sai Kumar	B.Tech-ECE	Moschip, Hyderabad	3
422	16485A0447	Peddi Sireesha	B.Tech-ECE	Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore	3.5
423	15481A0505	Akula Aparna Devi	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	2.8
424	15481A0508	Arava Himasai Teja	B.Tech-CSE	Montaigne	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)
425	15481A0509	Aravapalli Bhargavi Sai	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja	3.4
426	15481A0512	Avvaru Bharathi	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	2.9
427	15481A0513	Avvaru Mahalakshmi	B.Tech-CSE	Byjus	3
428	15481A0514	Balineni Lakshmi Prasanna	B.Tech-CSE	CYIENT	2.4
429	15481A0516	Bandi Rohith	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	2.8
430	15481A0517	Bandlamudi Pushpa	B.Tech-CSE	Multiplier Solutions	3
431	15481A0518	Bankuru Vamsi Krishna	B.Tech-CSE	Allsec Technologies, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	1.4

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
432	15481A0519	Batchu Vishnu Priya	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	2.9
433	15481A0520	Battu Arka Phanitha	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	2.9
434	15481A0521	Battula Mounika	B.Tech-CSE	Zibew Ecommerce Services Pvt Ltd	1.8
435	15481A0526	Bolla Lavanya	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	3.4
436	15481A0527	Bommidi Sai Sree	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	2.7
437	15481A0528	Buddhi Sri Pavan Kumar	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.3
438	15481A0529	Busiraju Venkata Naveen	B.Tech-CSE	AtosFHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	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)
439	15481A0530	Canchi Nalini Krishna	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3
440	15481A0531	Chadalavada Chandrika	B.Tech-CSE	Medical & Health Department District Hospital(Data Entry Operator)	1.5
441	15481A0533	Challagulla Pujitha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.5
442	15481A0534	Chaluvadi Aditya	B.Tech-CSE	AtosFHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.1
443	15481A0535	Jogi Chandu Priya	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	3.2
444	15481A0536	Cheekurthi Karthik Raja	B.Tech-CSE	AtosFHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.1
445	15481A0537	Cheni Bhavana	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	2.9

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
446	15481A0541	Chinthalapudi Bala Koteswararao	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.4
447	15481A0544	Daggubati Swathi	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	2.9
448	15481A0548	Darapureddy Greeshma	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	3.1
449	15481A0550	Devireddi Harshitha	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	6.5
450	15481A0554	Doddapani Raja Surya	B.Tech-CSE	Kony India Private Limited	1.8
451	15481A0558	Donepudi Bhavani Shankar	B.Tech-CSE	Krishna Dist CO-OP. Central Bank Ltd(Staff Assistant)	2.9
452	15481A0559	Dulam Naga Jyothi	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	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)
453	15481A0561	Edara Krishna Vamsi	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	3.1
454	15481A0562	Gaddi Lakshmiravali	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.5
455	15481A0563	Gannamani Nitish	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
456	15481A0566	Gongati Namratha	B.Tech-CSE	IAAA Technologies Pvt Ltd	3.6
457	15481A0573	Gummi Swamy Teja	B.Tech-CSE	Infosys, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
458	15481A0575	K S S S Harsha	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	3.2
459	15481A0577	Maturi J V N Sai Kumar	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
460	15481A0580	Kagitha Visishta	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	3.8
461	15481A0582	Kallakuri Manohar	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.1
462	15481A0585	Kandra Tejaswini	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	4.3
463	15481A0590	K Sudeepkumar	B.Tech-CSE	ValueLabs	2.9
464	15481A0591	Katta Sarath Teja	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	3.1
465	15481A0592	Katta Venkata Vivek	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.1
466	15481A0595	Kollipaka Venkata Manikanta Sai	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	10

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
467	15481A0598	Konakanchi Venkata Suresh Babu	B.Tech-CSE	Geekyants	3.1
468	15481A05A3	Kosanam Tulasi	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	2.2
469	15481A05A5	Kota Kavya	B.Tech-CSE	Multiplier Solutions	3.5
470	15481A05A8	Kotti Sai Rohith	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	2.5
471	15481A05B1	Kunche Rana Prathap	B.Tech-CSE	Justdial Limited	2.9
472	15481A05B3	Lenka Mahesh Kumar	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	1.8
473	15481A05B4	Lokam Vinay Kumar	B.Tech-CSE	Grama Sachivalaym(Ward Education Secretary)	1.8
474	15481A05B5	Loya Harish Vardhan	B.Tech-CSE	Grama Sachivalaym(Digital Asst)	3
475	15481A05B7	Maddi Harika	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
476	15481A05B9	Malasani Swathi	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
477	15481A05C2	Mallipeddi Venkata Haneesha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.2
478	15481A05C8	Mannem Divya Bharathi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	2.2
479	15481A05C9	Maragani Nava Suresh Krishna	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	3.2
480	15481A05D1	Marthala Sudhakar Reddy	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.2
481	15481A05D3	Matta Veda Pravallika	B.Tech-CSE	Techmahindra	5.4

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
482	15481A05D4	Medarametla Triveni	B.Tech-CSE	IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India - 560029	2.8
483	15481A05D5	Mekala Jahnavi	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	3.1
484	15481A05D7	Merugumala Kavyasree	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	2.6
485	15481A05D8	Methuku Tanuja Kalyani	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"	3.1
486	15481A05D9	Miriyam Srilekha	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.1
487	15481A05E1	Morla Seethamahalakshmi	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	2.2
488	15481A05E2	Morturi Srikanth	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
489	15481A05E3	M Sowmya	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	4.5
490	15481A05E5	Mulpuri Jahnavi	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.6
491	15481A05E6	Mungandi Sivasai	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.6
492	15481A05E8	Nadakuditi Sai Teja	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	2.6
493	15481A05E9	Nagadesi Akshitha	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	1.9
494	15481A05F1	Nalukurthi Jojirani	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	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)
495	15481A05F2	Nanjala Navya	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
496	15481A05F3	Nannapaneni Saitejaswi	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.8
497	15481A05F4	Nedunuri Sai Charan	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.2
498	15481A05F6	Nimmagadda Bhargav	B.Tech-CSE	Techmahindra	3.3
499	15481A05F7	Nusum Lakshmi Pravallika	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.1
500	15481A05F8	Padarthi Venkata Prashanth	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3
501	15481A05F9	Padidapu Ramakrishna	B.Tech-CSE	CGI	3.5
502	15481A05G1	Pallapolu Satish Reddy	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	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)
503	15481A05G2	Pallapu Gopi	B.Tech-CSE	Zen Technologies Limited	3.2
504	15481A05G3	Pamidimukkala Jaya Mydhily Sunayana	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	2.9
505	15481A05G4		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	3.6
506	15481A05G6	Parasa Bhaskara Sandeep	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
507	15481A05G7	Parvathaneni Kavya	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	2.9
508	15481A05G8	Pasala Keerthi Lavanyeswari	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.4
509	15481A05G9	Pattipati Gowthami	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	1.6
510	15481A05H0	Pavirala Ranga Sai Rohith	B.Tech-CSE	GlobalLogic	3.2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
511	15481A05H3	Peddireddy Rekha Naga Anusha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	2.1
512	15481A05H5	Perisetti Venkat	B.Tech-CSE	GGK Tech	3
513	15481A05H6	Pindi Chaitanya Naidu	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.9
514	15481A05H7	Pinisetti Akitha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.2
515	15481A05H8	Harsha Vardhan Pithani	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	3.6
516	15481A05H9	Podilapu Vani Madhavi	B.Tech-CSE	Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.1
517	15481A05I1	Pojala Akshay	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	4.1
518	15481A05I2	Ponduri Bhargavi	B.Tech-CSE	Ford	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)
519	15481A05I3	Ponnaganti Sireesha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.2
520	15481A05I4	Ponugoti Veera Ganesh	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	2
521	15481A05I5	Pothunuru Mounica	B.Tech-CSE	Maintec Technologies Private Limited	3.3
522	15481A05I8	Pothuraju Karthik	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.2
523	15481A05I9	Pulukuri Abhishek	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
524	15481A05J0	Putta Sai Priya Tejaswi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.5
525	15481A05J1	Kureti Manikanta	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	2.2
526	15481A05J3	Reddy Bala Sai	B.Tech-CSE	L-cube Innovative Solutions 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)
527	15481A05J5	Redla Mary Jyothsna	B.Tech-CSE	Achytuas soft	2.8
528	15481A05J8	Sagi Lokesh	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	2.9
529	15481A05J9	Sanaka Naga Sai Sravanthi	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	3.3
530	15481A05K0	Sandhyala Gopi Krishna	B.Tech-CSE	IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India - 560029	2.9
531	15481A05K1	Seelam Venkata Sai Priyanka	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
532	15481A05K3	Seemakurti Pavani	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	2.8
533	15481A05K7	Setty Midhun Sai Kumar	B.Tech-CSE	Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154	3.2

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
534	15481A05K8	Shaik Nazima Parveen	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	2.9
535	15481A05L1	Shaik Sahil Basha	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	3.1
536	15481A05L3	Sudikonda Sirisha	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	3.6
537	15481A05L8	Surabattuni Niharika	B.Tech-CSE	CtrlS Datacentres Ltd	2.3
538	15481A05M3	Tirumalasetty Meghana	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	3.6
539	15481A05M4	Uppalapati Raviteja	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	3.3
540	15481A05M5	Uyyuri Esther Rani	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
541	15481A05M7	Vadapalli Sri Sai Pragna	B.Tech-CSE	Atos FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062	2.7
542	15481A05M8	Vallabhaneni Sree Lakshmi	B.Tech-CSE	Doodleblue Innovations Private Limited	4.6
543	15481A05N0	Vejella Deepthi	B.Tech-CSE	Amazon Development Centre India Pvt.Ltd	3
544	15481A05N1	Veluri Siva Sankar Reddy	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja	3.5
545	15481A05N3	Vemula Avinash	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	2.4
546	15481A05N6	Venigalla Pavan Kumar	B.Tech-CSE	Virtusa Sy No.115, Nanakramguda Village, Serilingampally Mandal, Hyderabad, Telangana 500032 Phone: 040 4452 8000	2.4
547	15481A05N7	Yadavalli Sravani	B.Tech-CSE	Virtusa Sy No.115, Nanakramguda Village, Serilingampally Mandal, Hyderabad, Telangana 500032 Phone: 040 4452 8000	1.4

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
548	16485A0527	Yantrapati Risshikaa	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003	2.3
549	16485A0528	Donepudi Lakshmi Chandrika	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	3.8
550	16485A0531	Tata Sasikumar	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	2.4
551	16485A0533	Sayana Veera Nagamma	B.Tech-CSE	Zibew Ecommerce Services Pvt Ltd	1.8
552	16485A0536	M.Naga Sai Gowtham	B.Tech-CSE	Grama Sachivalayam (Village Volunteer)	2
553	16485A0536	Rachaprolu Harish	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	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
554	16485A0539	Veerisetti 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	3.1
555	15481A1203	Addepalli Harshitha Sai	B.Tech-IT	ALL SEC TECHNOLOGIES, Chennai, TamilNadu	1.46
556	15481A1206	Alamuri Dhanusha	B.Tech-IT	SYNTEL,Pune	3.1
557	15481A207	Allaparthi Anvesh	B.Tech-IT	VEETECH	2.1
558	15481A1210	Angadala Anusha	B.Tech-IT	SYNTEL,Pune	3.1
559	15481A1211	Athukuri Sirisha	B.Tech-IT	ALL SEC TECHNOLOGIES, Chennai, TamilNadu	1.4
560	15481A1213	Ayyagari Priyanka	B.Tech-IT	CTS, Bengaluru	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)
561	15481A1218	Bodempudi Megha Chandana	B.Tech-IT	WIPRO, Hyderabad	3.5
562	15481A1220	Bondada Kalyan Chaitanya	B.Tech-IT	VIRTUSA,	3.1
563	15481A1221	Borra Hema Lalitha Kumari	B.Tech-IT	VURAM TECHNOLOGY SOLUTIONS PVT LTD	2.2
564	15481A1222	Chaladi Saipraveen	B.Tech-IT	TCS,Mumbai	3.4
565	15481A1228	Chirumamilla Lohitha	B.Tech-IT	SYNTEL,Pune	3.1
566	15481A1229	Dantala Sai Manasa	B.Tech-IT	WIPRO, Hyderabad	3.5
567	15481A1231	Dasari Divya	B.Tech-IT	SYNTEL,Pune	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
568	15481A1234	Dasineni Dimple Ramanjaneyulu	B.Tech-IT	SYNTEL,Pune	3.1
569	15481A1236	Divi Santoshi Sriya	B.Tech-IT	INFIONIC	4
570	15481A1237	Dodda Navya	B.Tech-IT	IBM,Chennai	3.5
571	15481A1239	Gadde Naga Sai Jyothsna	B.Tech-IT	GNANA	4.5
572	15481A1240	Gona Sai Varshini	B.Tech-IT	TCS, Hyderabad	3.3
573	15481A1241	Gonuguntla Rama Krishna	B.Tech-IT	WIPRO	3.5
574	15481A1245	Jakkampudi Maneesha	B.Tech-IT	TECHMARS	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)
575	15481A1248	Kalakuntla Lakshmi Durga	B.Tech-IT	ACUVATE	2.5
576	15481A1249	Kalneedi Chandra Vamsi	B.Tech-IT	SYNTEL,Pune	3.1
577	15481A1250	Kanigarla Naga Yesuprabhu Priyatham Gupta	B.Tech-IT	WIPRO, Hyderabad	3.5
578	15481A1251	Kanakamedala Bhavya	B.Tech-IT	ALL SEC TECHNOLOGIES	1.4
579	15481A1253	Katakum Vasavi	B.Tech-IT	SYNTEL,Pune	3.1
580	15481A1257	Kollipara Dharma Teja	B.Tech-IT	UST Global	3.3
581	15481A1258	Komatineni Venkata Sravani	B.Tech-IT	SYNTEL,Pune	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
582	15481A1259	Kongitala Chanikya Raju	B.Tech-IT	VEETECH	2.1
583	15481A1260	Konkepudi Venkat Kashyap	B.Tech-IT	MindTree	3.6
584	15481A1261	Maddipati Mahendra	B.Tech-IT	TCS, Hyderabad	3.3
585	15481A1268	Malraju Neeharika	B.Tech-IT	SYNTEL,Pune	3.1
586	15481A1269	Mallineni Hema Latha	B.Tech-IT	ALL SEC TECHNOLOGIES	1.4
587	15481A1272	Mogaparthi Prathyusha	B.Tech-IT	HCL, Bangalore	2.6
588	15481A1273	Moparthi Srilakshmi	B.Tech-IT	SYNTEL,Pune	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
589	18481A1275	Mulagalapati Harika	B.Tech-IT	WIPRO, Hyderabad	3.5
590	15481A1277	Nekkalapu Devika	B.Tech-IT	WIPRO, Bangalore	3.5
591	15481a1281	Nimmagadda Sri Krishna Sravya	B.Tech-IT	ALL SEC TECHNOLOGIES, Chennai, TamilNadu	1.4
592	15481A1283	Paidipalli Sinduri	B.Tech-IT	SYNTEL, Pune	3.1
593	15481A1284	Palakurthi Sai Kiran	B.Tech-IT	CTS, Bengaluru	2.4
594	15481A1286	Pasupuleti Jyothika	B.Tech-IT	CGI, Benagaluru	3.4
595	15481A1288	Pemmaraju Lakshmisahithya	B.Tech-IT	TCS, Hyderabad	3.3

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
596	15481A1289	Perla L V N V K P D Sai Ayyan	B.Tech-IT	VEETECH	2.1
597	15481A1290	Pinninti Sai Mani Deepak	B.Tech-IT	TCS, Hyderabad	3.3
598	15481A1291	Potluri Divya	B.Tech-IT	SYNTEL, Pune	3.1
599	15481A1293	Ragala Sahith	B.Tech-IT	WIPRO, Hyderabad	3.5
600	15481A1297	Simhadri Sri Ramya	B.Tech-IT	CTS	2.5
601	15481A1299	Shaik Ashfaq Pasha	B.Tech-IT	SYNTEL, Pune	3.1
602	15481A12A0	Tadikamalla Naveenkumar	B.Tech-IT	SYNTEL, Pune	3.1

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
603	15481A12A1	Talari Dhanya Sree	B.Tech-IT	VIVIDEDGE	3.2
604	15481A12A4	Tummala Pujit Rohit	B.Tech-IT	WIPRO, Hyderabad	3.5
605	15481A12A5	Tummalapalli Prabhu Sharmila	B.Tech-IT	SYNTEL,Pune	3.1
606	15481A12A7	Vemparala Venkata Naresh	B.Tech-IT	TCS, Hyderabad	3.3
607	15481A12A9	Yakkala Sri Pravallika	B.Tech-IT	SYNTEL, Pune	3.1
608	15481A12B1	Yalamanchi Malavika	B.Tech-IT	SYNTEL, Pune	3.1
609	15481A12B2	Yarramreddy Indhu	B.Tech-IT	MULTIPLIER IT SOLUTIONS, Hyderabad	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)
610	16485A1201	Koppula Leela Krishna	B.Tech-IT	WIPRO, Hyderabad	3.5
611	17481E0021	Cheeli Srikanth	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
612	17481E0057	Mooraboina Siva Krishna	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
613	17481E0049	Maganti Ganesh	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
614	17481E0050	Mandali Anvesh Krishna Manideep	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
615	17481E0062	Nalam Naga Sai Padmaja	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
616	17481E0066	Nerella Geeta Aditya Kumar	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	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)
617	17481E0071	Pagala Bhanu Sri	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
618	17481E0073	Pandi Naga Gopala Krishna	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
619	17481E0079	Putti Anusha	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
620	17481E0089	Tillari Dhamodar Krishna Kanth	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
621	17481E0091	Varudu Hima Bindhu	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	2.8
622	17481E0022	Chendika Phani	MBA	INFOSYS LIMITED, Survey No. 210, Manikonda Village, Lingampally, Rangareddy (Dist), Hyderabad - 500 019	5.33

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
623	17481E0086	Sudha Srinivas	MBA	StateStreet HCL Services (India) Pvt. Limited 3rd and 4th Floor, IT Tower Medha, Ace Urban Hitech City Ltd Sy.No.53/1, Kesarapalli Village, Gannavaram Mandal, Andhra Pradesh 522102	2.2
624	17481E0024	Chittibomma Lakshmi Venkata Sai Kiran	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra	2.4
625	17481E0002	Agastyaraju Dnv Rama Lakshmi Sowmya	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.4
626	17481E0004	Alavala Nagaraju	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.4
627	17481E0068	Nidumolu Sai Hemanth	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark -Gunadala, Vijayawada, Andhra Pradesh	2.4
628	17481E0085	Shanagavarapu Bala Krishna	MBA	TATA AIA Insurance Company Ltd., Vijayawada	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)
629	17481E0078	Pulipati Krishna Venkata Sai Kumar	MBA	IN22LABS, Chennai	4
630	17481E0001	Abdul Mubeen	MBA	M/s. Megha Engineering and Infrastructure Limited,Hyderabad.	2.4
631	17481E0013	Bavireddy Veera Naga Sai Kumar	MBA	KDCC Bnak Ltd. Dr.Y.S.R.Sahakara Bhavan, Jagannadhapuram, (H.O) Machilipatnam, Krishna District - 521001.	2
632	17481E0014	Bedapudi Praveena	MBA	Overtmind New ideas technologies Pvt Ltd, 271, 1st floor, 14th cross, CMH Road, Indiranagar, Bengaluru, Bangalore, Karnataka-560038.	3
633	17481E0015	Bezavada Usha Kiran	MBA	Sachivalayam, Gudlavalleru	0.6
634	17481E0017	Bommadevara Keshma Sri Chandra	MBA	Primus Global Technologies Pvt Ltd, 28/2 Siddapura, Whitefield Main Road, Bangalore - 560066.	1
635	17481E0020	Challadura Sravan Kumar	MBA	STATESTREET HCL, Chennai - SEZ, SDB2, Sholinganallur 602/3	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)
636	17481E0025	Chunduru Vardhan Kumar	MBA	Talent Labs PVt.Ltd.#004, Ground Floor, JMD Pacific Square, Sector 15 Part II , Gurgaon - 122001.	2.3
637	17481E0026	Danda Avinash	MBA	BEKEN Infra Projects Pvt.Ltd.,Plot No 289, Avenue - 1, Road No.6, Kakatiya Hills, Madhapur, Hyderabd - 500081	2.75
638	17481E0030	Ganesana Yamuna	MBA	ALIENS DEVELOPERS, Hyderabad	3
639	17481E0043	Karicharla Jaya Sudheer Kumar	MBA	Ramachandra College of Engineering, NH-5, Bypass Road, Vatluru(V), Eluru - 534007.	1.8
640	17481E0032	Garikipudi Sowjanya	MBA	T& M Services Consulting Pvt.Ltd., Hyderabad.	1.61
641	17481E0059	Nadakuditi Phanindra Dev	MBA	Bajaj Finance Limited,Vijayawada	3.05
642	17481E0034	Gorumutchu Prasanna Lakshmi	MBA	Grama Sachivalayam-women & child welfare Assistant - Mahila Police	2.4
643	17481E0036	Imran Ali	MBA	Kalyahnn Credit Society,Zilla Court Centre, Machilipatnam.	1.5

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
644	17481E0037	J Madhuri	MBA	Bny Mellon Internation Operations (India), Private Limited.,SEZ Unit Block3,Floor 6, DLF IT Park, Ramapuram, Chennai - 600089.	3
645	17481E0041	Kagitha Bhargavi	MBA	Elico Healthcare Service Pvt Ltd., Hyderabad.	2.4
646	17481E0044	Ketha Sowmya Bhargavi Gangadhar	MBA	Vedantu,Bangalore.	3
647	17481E0018	B Venkata Sagar	MBA	Navayuga Info Tech Pvt Ltd,28/2 Siddapura, White field Main Road,Bangalore - 560066.	2
648	17481E0047	Kunabathula Sai Bala	MBA	STATESTREET HCL, Chennai - SEZ, SDB2, Sholinganallur 602/3	2.2
649	17481E0077	Pulavarhi Aparna	MBA	Cognizant, Rgd. Office :115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600097	1.8
650	17481E0054	Meesala Ramesh	MBA	Muthoot Finance ltd, Koyyalagudem - AP	1.5
651	17481E0056	Mohmmad Intiyaz	MBA	Reliance SMSL Limited, Vijayawada.	1.26

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
652	17481E0053	Mathi Vasu	MBA	HDB Financial Services Ltd. Financial Services Limited, 2nd floor, wilson House, Near Amboli Sub way, Andheri East, Mumbai - 400069	1.78
653	17481E0058	Mulakalapalli Sreelakshmi	MBA	Alchmy Techsol India Pvt. Ltd, #2, Above Cherry Pick Furniture Showroom, 4th floor, 80 Feet Road, Koramanala, 8th Block, Bangalore - 560095.	1.5
654	17481E0078	Pulipati Krishna Venkata Sai Kumar	MBA	UN WIND Learning Labs,#B2, Harsha paradise, Tadepalli, Amaravathi, India - 522501.	4
655	17481E0074	Peteti Sreerekha Naidu	MBA	ICE Data services India Pvt ltd., 9th floor, Skyview, Hyderabad	3.6
656	17481E0080	Ramanadam Rajesh	MBA	PNR SOFTWARE SOLUTIONS,Hyderabad.	1.44
657	17481E0087	Thattukolla Vamsi Krishna	MBA	NSPIRA,Hyderabad.	1.68
658	17481E0092	Veeranki Pallavi	MBA	KARVY FINTECH, Hyderabad.	1.7

S.No.	Student Roll No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
659	17481E0095	Venu Kiran Kumar	MBA	Reliance SMSL Limited, Vijayawada.	1.26
660	17481E0061	Nagulla Basava Veera Mohan	MBA	Tata Consultancy Services Ltd, Chennai.	7.2

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VEE TECHNOLOGIES

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Date: **20-Sep-2019**

Interim Offer Letter

Dear **Allu Srilatha,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

DISTRICT SELECTION COMMITTEE

PROCEEDINGS OF THE SUPERINTENDING ENGINEER, PANCHAYAT RAJ,
WEST GODAVARI, ELURU.
PRESENT:SRI KONDETI SUBRAHMANYAM, B.TECH.,

ProCgs No.A1/ENGINEERING ASSISTANTS GR-II PLACE POSTINGS/DSC 2019/ Dated: 30.09.2019.

Sub: - DSC, 2019 - West Godavari District - Recruitment of Functional Assistants to Village/Ward Secretariats - Temporary Appointment of Sri/Smt/Kum.AZMEERA VENKAT RAO , S/o, D/o, W/o.AZMEERA DURGA RAO Provisionally appointed as Engineering Assistant Grade-II- Posting Orders - Issued.

Read: - 1. Proceedings No.A1/ENGINEERING ASSISTANTS GR-II Appointments/DSC,2019, Dated 29.09.2019 of the Chairman, DSC and District Collector, West Godavari, Eluru.

%%%

ORDER:

In the reference read above, Sri/Smt/Kum. AZMEERA VENKAT RAO, S/o, D/o, W/o. AZMEERA DURGA RAO was provisionally selected by the Chairman, District Selection Committee and District Collector, West Godavari, Eluru as Engineering Assistant Grade-II and directed the Superintending Engineer, Panchayat Raj, Eluru to issue posting orders to the individual.

In view of the above, Sri/Smt/Kum. AZMEERA VENKAT RAO, S/o, D/o, W/o. AZMEERA DURGA RAO is hereby posted as Engineering Assistant Grade-II in Kalisipudi Village Secretariat of undi Mandal and directed to report before the Panchayat Secretary, Village Secretariat, Kalisipudi of undi Mandal on 01.10.2019.

The Panchayat Secretary, Village Secretariat, Kalisipudi of undi Mandal is directed to admit the individual and intimate the date of joining of the individual to this office immediately and he/she is directed to launch the Village Secretariat System in his Gram Panchayat on 02.10.2019 and extract the work as per the Job Chart prescribed for the post.

The individual is informed that he/should follow the conditions prescribed in the reference read above and should submit the acceptance letter enclosed to this proceedings immediately to the undersigned.

Superintending Engineer,
Panchayat Raj, West Godavari, Eluru.

To,
Sri/Smt/Kum. AZMEERA VENKAT RAO, S/o, D/o, W/o. AZMEERA DURGA RAO,
Address:5-91,MADICHERLA TANDA,MADICHERLA,BAPULAPADU,KRISHNA,521105,
Phone No:8074776106,
The Panchayat Secretary, Village Secretariat Kalisipudi.
Copy to the Extension Officer (PR&RD), undi
Copy to the MPDO, MPP, undi.
Copy to the Tahsildar, undi
Copy to the (Mandal Level Officer of dept) undi Mandal
Copy to the Sub-Treasury Officer, undi.
Copy to the District Treasury Officer, West Godavari, Eluru
Copy submitted to the District Collector, West Godavari, Eluru for information
Copy submitted to the Commissioner, PR&RD, AP, Tadepalli for information

15-113

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57-15-8, Plot No. 11, 1St Floor, Puntimes Club Road, New Postal Colony, VIJAYAWADA [illegible]

Date.....

LETTER OF APPOINTMENT

[illegible] 2020 Ref No: SCISCO/CO/HR/2020/4

BhanavathSaidulu,

[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]llowing 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

15.115

KMV Projects Ltd

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Mr BIRRAJU VINEETH VARMA
S/o. SRINIVAS RAJU
61-25-8 RAMALINGESWAR NAGAR Vijayawada

Dear Mr BIRRAJU VINEETH VARMA,

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer - GET (Civil)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our **"Karnataka Region".**

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignmentsor employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111,
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

15-117

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Mr BOYINA HEMA CHANDU
S/o. GANGADHAR RAO
7-149/26 DEVUNI THOTA KALIDINDI,
KRISHNA DISTRICT.

Dear Mr BOYINA HEMA CHANDU,

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer - GET (Civil)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

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   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:
In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073
CIN U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

GSTIN : 37AAXCS8031P1ZA
+91 84998 34148
+91 84998 34148
E-mail: scisco@gmail.com
www.scisco.co.in

SCISCO
...RAL ENGINEERS PVT. LTD.
...gh your dream home

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

LETTER OF APPOINTMENT

Date.....

...2020

Ref No:SCISCO/CO/HR/2020/33

...B.T. Ganesh Sasta Kumar,

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

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.

...nking You,

...rs Truly,

...sco Structural Engineers Pvt Ltd

15.12.0

POWER MECH

Growth Unlimited

Ref: PM/CO/HR/F.No.704/19-20/4039

Date: 22.05.2019

OFFER LETTER

To,
Mr.Chava Purna Sai Rama Krishna
HNO: 3-64/A, Karanamgari Street, Kambhampadu (Vill),
A.Konduru(Md), Krishna (Dt), AP - 521227
Mobile: 9392027935

Dear Chava Purna Sai Rama Krishna,

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

You will be paid a CTC of **Rs. 200000/-(Rupees Two Lakhs Only)** per annum as per the terms agreed by us mutually and also you will be eligible to all company benefits applicable as per HR policy in this grade.

Your place of posting will be at **Power Mech Projects Limited, Gajwel - Irrigation**.However your services are transferable to any of the locations before or after your reporting at Site/Office.

You are requested to join us on or before **27.05.2019** as agreed by you in this regard and should there be any change, it has to be agreed by both the parties in writing beforehand, otherwise this offer will stand withdrawn.

In case, you require any clarification, you can contact Site HR **Mr. Raju - 9916764777** 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 copies of the following which are mandatory at the time of your joining.

1. Educational certificates beginning from S.S.L.C onwards along with proof of date of birth.
2. Relieving letter / Service certificate from all your earlier organizations.
3. Last drawn salary slip or CTC breakup, as applicable.
4. Photocopies of PAN Card, Driving License, Voter ID, Ration Card, Aadhar Card, Passport.
5. Four recent passport size photographs.

Please sign and return the duplicate copy of this letter in token of your acceptance and send it to us at earliest.

We look forward for you association with our company.

Yours sincerely,

G. Srinivasulu
Executive Director – HR & Admin

Chava Purna Sai Rama Krishna

15-123

Gmail

gec alumini <cegecalumini@gmail.com>

Re: Intimation of Selection as GET-Civil (2019)

3 messages

sandeep chennupati <sandeepchennupati2@gmail.com> 13 July 2020 at 18:31
To: Cegecalumini@gmail.com

On Thu, 28 Nov, 2019, 6:34 PM VENU, <hr_venu@aparnaconstructions.com> wrote:

Dear Mr. Ch.Sandeep,

Congratulations!

We are pleased to inform that you have been selected for appointment as "Graduate Engineer Trainee – Civil" in our organization. The detailed appointment letter will follow separately. In the meantime the following are informed for you to make necessary travel arrangements and come prepared with bag and baggage to undergo training at **Aparna Learning Studio** and thereafter to continue with the "on the job posting" at one of our sites at Hyderabad.

1. You will be required to undergo 4 weeks training at **Aparna Learning Studio, Beside Aparna Sarovar Zenith site office,** Hyderabad followed by on the job training in company's sites.

2. You will have to execute a training agreement cum surety bond with the company to serve for a minimum period of two and half years inclusive of period of training. The agreement is to be executed in the prescribed format at the time of joining.

3. In addition to the salary, you are eligible for subsidised canteen facility, Leave facility, Participative Group Medi-claim coverage, Group Personal Accident policy, Group term life policy, Provident Fund, CUG mobile facility, Gratuity, EL encashment, Annual increment as per rules of the company as may be applicable to you from time to time.

4. After successful completion of the of 2 years on job training and subject to your performance during the on job training period you will be absorbed as Assistant Engineer – Construction in Grade IX.

5. You should report for training at **Aparna Learning Studio, Beside Aparna Sarovar Zenith site office** on 02.12.2019 (Monday) at 9 a.m. positively.

6. You should bring this letter, proof of your identity Aadhar card and certificates in support of your qualification, date of birth and eight copies of your latest passport size photographs, Blood group details while reporting for training.

Address:

Aparna Learning Studio,

Beside Aparna Sarovar Zenith site office,

Nallagandla, Serilingampally,

Hyderabad, Telangana 500019.

For location please find the below Link:

https://goo.gl/maps/43dw4Lj4x9sJTbBH6 (copy and paste the link for location or press control + click)

For any assistance to reach location contact: Mr. Raju - HR (9666407235) & Mr. Krishna Mohan - HR (7997048882)

With Best Wishes,

P. Venu

Manager – HR

15-124

POWER MECH
Growth Unlimited

Ref: PM/CO/HR/F.No.704/19-20/4023

Date: 14.05.2019

OFFER LETTER

To,
Mr.Chinta Bhaskar Sai
DNO: 7 - 2 3/215A, 2nd Line , Near Vinayaka Temple,
Golusu Kondala Rao Nagar, Old Guntur, Guntur (Dt).
Mobile: 9951758997

Dear Chinta Bhaskar Sai,

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

You will be paid a CTC of **Rs. 200000/-(Rupees Two Lakhs Only)** per annum as per the terms agreed by us mutually and also you will be eligible to all company benefits applicable as per HR policy in this grade.

Your place of posting will be at **Power Mech Projects Limited, B.Subbareddy, D.No: 16/271/B, Reddy Simhachalam Road, Kinnera Complex,Opp: Bus Stand Inway, Gudivada, Krishna District , AP - 521010**.However your services are transferable to any of the locations before or after your reporting at Site/Office.

You are requested to join us on or before **20.05.2019** as agreed by you in this regard and should there be any change, it has to be agreed by both the parties in writing beforehand, otherwise this offer will stand withdrawn.

In case, you require any clarification, you can contact Site HR **Mr. Rakesh - 8073369304** 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 copies of the following which are mandatory at the time of your joining.

1. Educational certificates beginning from S.S.L.C onwards along with proof of date of birth.
2. Relieving letter / Service certificate from all your earlier organizations.
3. Last drawn salary slip or CTC breakup, as applicable.
4. Photocopies of PAN Card, Driving License, Voter ID, Ration Card, Aadhar Card, Passport.
5. Four recent passport size photographs.

Please sign and return the duplicate copy of this letter in token of your acceptance and send it to us at earliest.

We look forward for you association with our company.

Yours sincerely,

G. Srinivasulu
Executive Director – HR & Admin

Chinta Bhaskar Sai

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logis
- Media

15-127

Date: **20-Sep-2019**

Interim Offer Letter

Dear **Darla HariKrishna,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services
For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
***for* Vee Technologies Pvt. Ltd.,**

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Gmail

gec alumini <cegecalumini@gmail.com>

Fwd: Intimation of Selection as GET-Civil (2019)

1 message

sai devandla <saidevandla@gmail.com> 3 April 2020 at 08:05
To: cegecalumini@gmail.com

Devendla sairam, Roll number: 15481A0130, Civil engineering

---------- Forwarded message ----------
From: **VENU** <hr_venu@aparnaconstructions.com>
Date: Thu, 28 Nov 2019, 6:34 pm
Subject: Intimation of Selection as GET-Civil (2019)
To: <saidevandla@gmail.com>

Dear Mr. Devendla Sairam,

Congratulations!

We are pleased to inform that you have been selected for appointment as "Graduate Engineer Trainee – Civil" in our organization. The detailed appointment letter will follow separately. In the meantime the following are informed for you to make necessary travel arrangements and come prepared with bag and baggage to undergo training at **Aparna Learning Studio** and thereafter to continue with the "on the job posting" at one of our sites at Hyderabad.

1. You will be required to undergo 4 weeks training at **Aparna Learning Studio, Beside Aparna Sarovar Zenith site office,** Hyderabad followed by on the job training in company's sites.

2. You will have to execute a training agreement cum surety bond with the company to serve for a minimum period of two and half years inclusive of period of training. The agreement is to be executed in the prescribed format at the time of joining.

3. In addition to the salary, you are eligible for subsidised canteen facility, Leave facility, Participative Group Medi-claim coverage, Group Personal Accident policy, Group term life policy, Provident Fund, CUG mobile facility, Gratuity, EL encashment, Annual increment as per rules of the company as may be applicable to you from time to time.

4. After successful completion of the of 2 years on job training and subject to your performance during the on job training period you will be absorbed as Assistant Engineer – Construction in Grade IX.

5. You should report for training at **Aparna Learning Studio, Beside Aparna Sarovar Zenith site office** on 02.12.2019 (Monday) at 9 a.m. positively.

6. You should bring this letter, proof of your identity Aadhar card and certificates in support of your qualification, date of birth and eight copies of your latest passport size photographs, Blood group details while reporting for training.

Address:

Aparna Learning Studio,

Beside Aparna Sarovar Zenith site office,

Nallagandla, Serilingampally,

Hyderabad, Telangana 500019.

For location please find the below Link:

https://goo.gl/maps/43dw4Lj4x9sJTbBH6 (copy and paste the link for location or press control + click)

15-133

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logist
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **EDE KUNDANA,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services
For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
***for* Vee Technologies Pvt. Ltd.,**

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Aparna Constructions And Estates Pvt. Ltd.

02nd December 2010 CIN : U70109TG1996PTC025330

Mr. G. Kali Vara Prasad,
7/141, Main Road, Ghantasala,
Krishna (Dist.),
Andhra Pradesh - 521133.

Dear Mr. Kali Vara Prasad,

LETTER OF APPOINTMENT

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 the following terms and conditions.

01. You will be paid Rs.18000/- gross salary per month for the first year, Rs.20,000/- per month for second year and Rs.25,000/- per month from third year onwards, the detailed breakup is shown in clause 14 of this letter. You are expected to keep your emoluments details confidential and not to reveal to anyone.

02. Your place of posting in the first instance is at our **Aparna Sarovar Zenith (Nallagandla, Hyderabad)**. You are however, liable to be transferred to any of our existing units/branches/offices/departments or that may be set up in future or any of our sister concerns or place of work of our Company anywhere in India.

03. Your training shall be of two 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**

04. You will have to learn the job sincerely and diligently as per your superiors' instructions/ guidance and you will have to perform such functions, duties and hold responsibilities, as may be assigned by the Management from time to time. You will maintain a diary and record therein the training inputs imparted/ work done by you and submit daily to your mentor.

05. You shall devote your whole time and attention for learning and for handling other learning assignments assigned by your superiors and you will not engage or interest yourself, directly or indirectly in any Trade/Business/Occupation in any manner with or without consideration.

06. 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.

07. You will not either during employment with the Company or even after the termination, divulge to any other person, orally or in writing or in any manner whatsoever, directly or indirectly, any information, knowledge or skill relating to the affairs of the Company, or its allied/associated/subsidiary Companies, which you may have acquired by reason of your employment with the Company.

08. Your engagement as Graduate Engineer Trainee is subject to you being medically fit and continuing to be medically fit. The Company shall have a right to suspend/ terminate your Training at any time, if you are found to be suffering from any contagious, infectious or terminal disease or otherwise found to be medically unfit.

802, Astral Heights, D.No. 6-3-352/2&3, Rd. # 1, Banjara Hills, Hyderabad - 500 034, Telangana, India.
Ph: +91-40-2335 2708 Fax: +91-40-2335 2710
E-mail : info@aparnaconstructions.com Url : www.aparnaconstructions.com

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PROCEEDINGS OF THE ASSISTANT DIRECTOR, DISTRICT SURVEY & LAND RECORDS, KRISHNA, MACHILIPATNAM

Present Sri K Prabhakar, M.A.,

15 - 142

Dated: 22.11.2019.

Progs. No A4/430/2019

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 and 18.11.2019 of the Chairman, District Selection Committee and District Collector, Krishna, Machilipatnam.

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 **GUGULOTHU ARAVIND (HT.No. 190605004401)** 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, **Penumakalanka, Mandavalli 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

PROCEEDINGS OF THE ASSISTANT DIRECTOR (FAC), DISTRICT SURVEY AND LAND RECORDS, GUNTUR

Present: Sri T.Sreenivasulu Reddy

Rc.No.AS/533/2019 **Dated: 09.12.2019**

Sub:- DSC 2019 – Establishment – Survey and Land Records Department – Guntur – Appointment orders to the post of Village Surveyor in village/Ward Secretariat – Joining to duty – options received – posting orders to undergo training at PR – Orders issued – Regarding

Ref: 1 G.O Ms No 110, PR & RD Dept (MDL-I) dated 19-07-2019
2 G.O Ms No 102, Rev (SS-2) Dept. dt.05-02-2001.
3 G.O Ms.No.418, Rev (Ser-III) Dept. dt.27-09-2019.
4 Progs Rc.AS/533/2019 dt.30-9-2019 of the DSC Chairman, Collector and District Magistrate, Guntur.
5.Options submitted by the individuals dt : 09.12.2019.

ORDER:-

In pursuance of the orders issued in the reference 4th cited he/she GURINDAPALLI VEENAVANI D/O GURINDAPALLI KRUPA RAO , Hall Ticket No.190705012736 With Rank No.3444 is selected and appointed provisionally as Village Surveyor Grade-III by the Chairman of District Selection Committee -2019, Guntur.

Consequent on appointment and as per the instructions of the Chairman, DSC, he/she is hereby posted as Village Surveyor Grade-III in INTUR-1 Village Secretariat of AMARTHALUR Mandal as per the option of the individual vide reference 5th cited. He/She is temporarily appointed as Village Surveyor Grade-III in the A.P. Village Secretariat with consolidated pay of Rs.15,000/- per month and he/she should follow the conditions issued in appointment order 1 to 13 paras under the administration control of the Assistant Director, District Survey and Land Records, Guntur.The service rules, terms and conditions issued by the Government from time to time are applicable to the post of Village Surveyors Grade-III.

The above individual is hereby directed to report before the Panchayath Secretary on 09.12.2019 to the above Village Secretariat so as to undergo foundation training.

The concerned Panchayath Secretary is requested to admit the individual at the place of posting and intimate the date of joining of the individual immediately to this office and he/she should direct to extract the work as per the job chart prescribed for the post by the Government.

The MPDOs are requested to admit the newly recruited Village Surveyors Grade-III who are allotted to their office and impart the training to them further requested to relieve the candidates after completion of the 06 days training and direct them to attend at Head Office i.e Office of the Assistant Director Survey, District Survey and Land Record, Guntur so as to undergo further training in the survey matters for a period of 30 days.

Assistant Director
Dist. Survey & Land Records, Guntur
9/12/19

To
Sri GURINDAPALLI VEENAVANI D/O GURINDAPALLI KRUPA RAO, Village Surveyor, Grade-III.
Copy to the Panchayath Secretary concerned Grama Secretariat for necessary action.
Copy to the concerned MPDO for necessary action.
Copy to the Mandal Surveyor concerned for necessary action.
Copy to the Deputy Inspector of Survey concerned for necessary action.
Copy to the Inspector of Survey concerned for necessary action.

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 **JANNU YESWANTH** S/o,D/0,W/o **JANNU KODANDA PANI** (HT No:**190605003069**) 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)**

PROCEEDINGS OF THE COLLECTOR & DISTRICT MAGISTRATE, KRISHNA
Present: SRI A.MD. IMTIAZ, IAS.,

Rc.A7/ 371/2019 Dt.09-10-2019

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), Departement, dt:26.09.2019
4) G.O.Ms.No.417 Revenue (SER.III), Departement, 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 counseling dt 09.10.2019.

-@@@-

ORDER:

In the reference 5th read above, orders were issued appointing Sri/Smt/Kum **JUNAPUDI SUJAY** 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 **Machilipatnam - 27 Ward** Village/Ward Secretariat of **Machilipatnam Municipality** and directed to report before the Tahsildar / Ward Secretary Concerned immediately.

The Tahsildar / Ward 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 / Ward Secretary Concerned at the time of joining.

Collector, Krishna

To

Sri/Smt/Kumari. **JUNAPUDI SUJAY, DOOR NO 7 Y BLOCK,POLICE QUARTERS PARASUPETA,MACHILIPATNAM,521001,KRISHNA,URBAN,Machilipatnam,Election Ward No 11**
The Tahsildar **Machilipatnam.**
The Ward Secretary/ Special Officer concerned.
Copy to the Municipal Commissioner concerned.
Copy to the Revenue Divisional Officer/Sub Collector concerned.
Copy to the STO/ATO concerned.

15-155

Cell: 8885327123

V V INFRA

H.No.4-7-50/3, Room No.2, Bapuji Nagar, Nacharam, Hyderabad - 500 076. Telangana.

[Date] : 02- MAY-2019

[Kaile Jeevan Prabhakar]
Teacher's Colony
Near Sri Viswasanthi School, Vuyyuru - 521165, AP

Dear Kaile Jeevan Prabhakar

We are pleased to offer you the elmployment at **VV INFRA** We feel that your skills and background will be valuable assets to our team.

Per out discussion, the position is **JUNIOR ENGINEER**.Your starting date will be **05-MAY-2019**

If you choose to accept this offer, please sign the Xerox copy of this letter & send back to our mail

We look forward to welcoming you as a new employee at **VV INFRA** .

Sincerly

15-156

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.A1/525/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. 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 : **A1/525/DSC-2019, Dated.29/09/2019 ,Dated:30/10/2019**

-: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 **KAJA SRIRAM PRAVEEN KUMAR** S/o,D/0,W/o **KAJA VENKATESWARA RAO** (HT No:**190505002359**) is hereby provisionally appointed as **Village Surveyer (Grade-III)** and directed to report at **O/O ASSISTANT DIRECTOR, SURVEY AND LAND RECORDS, OPPOSITE RDO OFFICE, COLLECTRATE COMPOUND, ELURU, WEST GODAVARI DISTRICT. LAND:08812-232074 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)**

15-169

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Mr. KOTLA CHINNAKOLLAIAH
S/o. VENKATAIAH
1-123 Palem, Mallapeta, Donakonda, Prakasam Dist., A.P.

Dear Mr KOTLA CHINNAKOLLAIAH

With reference to your application and the subsequent interview you had with us, you have been appointed as **"Graduate Trainee Engineer – GET (Civil)"**on Project Specific Fixed Term 12 months, effective from **11th July, 2019.** Your job location/place of work will be at our **"Karnataka Region"**.

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities, effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): B-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073
CIN. U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

15-171

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Mr. KUCHIBHOTLA NAGA SURYA SATYA SRINIVAS
S/o. MURALI KRISHNA
43-141-24 SIVALAYAM STREET VIJAYAWADA, A.P.

Dear Mr K.N.S. SATYA SRINIVAS

With reference to your application and the subsequent interview you had with us, you have been appointed as **"Graduate Trainee Engineer – GET (Civil)"**on Project Specific Fixed Term 12 months, effective from **11th July, 2019.** Your job location/place of work will be at our **"Karnataka Region".**

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

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Email: projects@kmvgroup.com
www.kmvprojects.com

15-173

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Ms. LAKKARAJU SRAVANI
D/o. SRINIVASA RAO
7-386 AGK NAGAR, VUYYURU KRISHNA DIST., A.P.

Dear Ms. LAKKARAJU SRAVANI

With reference to your application and the subsequent interview you had with us, you have been appointed as **"Graduate Trainee Engineer – GET (Civil)"**on Project Specific Fixed Term 12 months, effective from **11th July, 2019**. Your job location/place of work will be at our **"Karnataka Region"**.

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

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F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

15-172

LAKSHYA INFORMATICS

A THRIVE IN MARKET RESEARCH

Dear Ms. Majji Thanusha!

With reference to the discussions that we had with you, we are pleased to appoint you as a **FIELD EXECUTIVE**. Your place of posting will be in Andhra Pradesh and you will report to the C.E.O.,

Your gross Monthly pay will be Rs. 15,000/-(Rupees Fifteen Thousand Only) which includes both fixed and variable components.

Termination of services from either side will be with a notice period of 30 days.

PROBATION AND CONFIRMATION:

First one month of your employment will be under probation, subsequently you will be absorbed into the organization based on your behaviour, performance and adherence to the company systems and structure. Your performance review will be once a year and GCTC revision shall be in accordance with the performance review. Your work place will be will be deputed in and around the state Andhra Pradesh.

At the time of joining,(on or before 11/12/2019) please submit the following documents.

1. Photocopy of your mark sheets in support of your educational qualifications.
2. Photocopy of Experience certificates with pay slip if any.
3. Photocopy of Aadhar card or any other identity proof.
4. Two passport size photographs.

We look forward to your joining with us. Please do not hesitate to call us for information you may need. Also sign the duplicate of this offer as your acceptance and forward the same of us.

JOB DESCRIPTION:

- Develop research plans for specific products and services.
- Create research protocols for field testing and field surveys.
- Develop tools for sampling and data analysis specifications.
- Upgrade testing and research instruments.
- Assist and support process engineers and developers.
- Analyse evaluate and assess research data.

No. 43, Padmanabha Nagar Main Road,Elango Adigal Street, Choolaimedu, Chennai – 600 094.
Call at:044 48505684,
Search at: WWW.lakshyainformatics.com

PROCEEDINGS OF THE ASSISTANT DIRECTOR, SURVEY&LAND RECORDS, EAST GODAVARI, KAKINADA

Present: Sri G.Nutana Kumar, B.A.,

Rc.No.A2/523/2019 **Dated: 12.10.2019.**

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 -Appointment & placement or posting orders-Issued-Reg.

Ref:- 1. G.O. Ms. No.110, PR & RD Dept (MDL-1), Dated: 19.7.2019.
2. Recruitment Notification No.01/2019, Dt: 26.07.2019 for the Post of **Village Surveyors (Grade-III).**
3. The Hon'ble High Court Orders in W.P.Nos. 12977/2019, 13885/2019, 13898/19,14015/19, 13900/19 and 14000/2019,
4. Hon'ble High Court's Order in Writ Appal No.282/2019 9282/2019 & 3971/2019 and Writ Appeal 310/2019.
5. Member Convener DSC-2019, Letter No: A2/523/2019, Dt: 29.09.2019.
6. G.O.Ms.No. 418 Revenue (Services.-III) Dept. Dated:27-09-2019.
7. Progs. of the Chairman DSC & Dist. Collector, East Godavari, Kakinada, Rc.No.A2/523/2019, Dt: 29.09.19
8. Options of the individual.

*****

ORDERS:

Consequent upon your selection by the District Selection Committee (DSC), the Chairman of the DSC & the District Collector, East Godavari, approved and provisionally appointed you as Village Surveyor (Grade-III) vide Ref.5th cited and directed the Assistant Director, Dist. Survey and Land Records, East Godavari, Kakinada, 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 MALLADI JAGADISH (HT.No.19505006013) is hereby provisionally appointed as Village Surveyor (Grade-III) by the Assistant Director, Survey and Land Records, East Godavari, Kakinada being the appointing authority for the post of Village Surveyor Grade-III and posted to the Village Secretariat of Rameswaram-1 of Sakhinetipalli 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 liable to be charged from service at any time without any notice,if :-

- On the basis of your performance or conduct, you are considered unsuitable for further retention in service.
- **You are otherwise found ineligible or unsuitable to be retained in the service.**

15-188

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

M Sai venkatesh

Rc.No.A1/525/DSC-2019/DSC-2019/ Dated: /2019

392

-: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 : **A1/525/DSC-2019, Dated.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 **MORLA SAI VENKATESH** S/o,D/0,W/o **MORLA KANAKARAJU** (HT No:**190505005903**) is hereby provisionally appointed as **Village Surveyer (Grade-III)** and directed to report at **O/O ASSISTANT DIRECTOR, SURVEY AND LAND RECORDS, OPPOSITE RDO OFFICE, COLLECTRATE COMPOUND, ELURU, WEST GODAVARI DISTRICT. LAND:08812-232074 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)**

R - 1252 15-159

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,GUNTUR DISTRICT

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Sri I. Samuel Anand Kumar, IAS

Rc.No.A5/533/2019/DSC-2019/ Dated: /2019

M.Gopi Raju

-: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 : **2741/2019/P1 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 **MOTAPOTHULA GOPI RAJU** S/o,D/0,W/o **MOTAPOTHULA SAIDULU** (HT No:**190705006936**) is hereby provisionally appointed as **Village Surveyer (Grade-III)** and directed to report at **Revenue Kalyana Mandapam, near RDO office, Guntur. Contact no - 7013043446 on /2019 at 10.00** 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)**

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KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Mr. MUNAGALA LOKESH SAI
S/o. ESWARA RAO
10-76/1 PAIDAIYA STREET YANAMALAKUDURU
PENAMALURU KRISHNA DISTRICT, A.P.

Dear Mr MUNAGALA LOKESH SAI

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer - GET (Civil)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

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Email: projects@kmvgroup.com
www.kmvprojects.com

15-194

DISTRICT SELECTION COMMITTEE
PROCEEDINGS OF THE COLLECTOR & DISTRICT MAGISTRATE, KRISHNA, MACHILIPATNAM
PRESENT : SRI A.Md. IMTIAZ, IAS.,

Procgs.No.A1/EA-Gr.II/DSC-2019/2019

Dated.05.12.2019.

Sub : Public Servants - Panchayat Raj Institutions - Recruitment of Engineering Assistant Gr-II - Provisionally selected through District Selection Committee, Krishna – Allotted to Superintending Engineer, PR Circle, Machilipatnam at Vijayawada, Krishna District – Place Posting Orders - Issued.

Ref : 1. GO MS No. 110, PR& RD Dept. (MDL-1) dt. 19.07.2019.
2. Recruitment NOTIFICATION No. /2019, dt. 26.07.2019 for the post of Engineering Assistant Gr-II.
3. Note orders dt. 05.11.2019 of the District Collector and Magistrate, Krishna district.
4. Option of the individual dt.19.11.2019

><><><

ORDER:-

The Chairman and District Collector, District Selection Committee in the proceedings 3rd cited has allotted Sri/Smt/Kum. **NANDYALA NAGA RAJU** who was Provisionally selected and appointed as Engineering Assistant Gr-II and allotted to the Superintending Engineer, PR , Krishna with a direction to issue place postings.

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 successfully completion of probation you will be placed in the Pay Scale of Rs.14600- Rs.44870 in RPS 2015

As per the option exercised by the individual at the time of counselling on 05.12.2019, he/she is hereby posted as Engineering Assistant Gr-II to **SANAGAPADU** Village Secretariat of **PENUGANCHIPROLU** Mandal and directed to report before the Panchayat Secretary of concerned Village Secretariat immediately. He is informed that he will act as Assistant to the Regular Panchayat Secretary, if there is a regular Panchayat Secretary in the said Village Secretariat.

The above Panchayat Secretary is directed to admit the individual and intimate the date of joining of the individual to this office and Officers concerned immediately and directed to extract the work as per the job chart prescribed for the post.

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

for Collector

5/12/19

To
Sri/Smt/Kum. **NANDYALA NAGA RAJU**
The Panchayat Secretary/Special Officer concerned.
Copy to the Mandal Parishad Development Officer concerned.
Copy to the Divisional Panchayat Officer concerned.
Copy to the STO/ATO concerned.
Copy to the Extension Officer (PR&RD) concerned.
Copy submitted to the District Collector, Krishna for favour of information
Copy submitted to the Commissioner, PR&RD, A.P., Tadepalli, Guntur dist. for information.

Civil Shortlisted candidates

TILAK <tilak@powermech.net> Thu, May 2, 2019 at 3:20 PM
To: TPO-Gudlavalleru Engineering College <placementofficer@geogudlavalleru.ac.in>
Cc: G SRINIVASULU <gslu@powermech.net>, PATNAIK P <patnaik@powermech.net>, ac@powermech.net, Bhaskar Phatkar HR Dept <bpphatkar@powermech.net>, prawin@powermech.net

Dear Sir,

Greetings for the Day!

As discussed please find the below candidates are shortlisted for placements to our Organization .

S.No	Name	Gender	
1	Somavarapu Sai Kumar	Male	-> 15-107
2	P Sriram Karthik	Male	-> 15-199
3	Gelli Kali Vara Prasad	Male	-> 15-188
4	Chennupati Sandeep	Male	-> 15-123
5	Chava Purna Sai Rama Krishna	Male	-> 15-120
6	P Revanth Kumar	Male	-> 15-1A2
7	Abdul Farooq	Male	-> 15-106
8	Anagani Lakshmi Saraswathi	Female	-> 16-5-122
9	V B S N bhargavi	Female	-> 15-1F0

With the further updates like date, place of posting will be shared shortly.

Thanks & Regards

K Tilak Chowdary

Sr.Manager-HR

Power Mech Projects Ltd.,

LL:+ 91-40-30444727, Mob:9959284455

www.powermechprojects.com

Civil Shortlisted candidates

TILAK <tilak@powermech.net> Thu, May 2, 2019 at 3:20 PM
To: TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in>
Cc: G SRINIVASULU <gslu@powermech.net>, PATNAIK P <patnaik@powermech.net>, ac@powermech.net, Bhaskar Phatkar HR Dept <bpphatkar@powermech.net>, prawin@powermech.net

Dear Sir,

Greetings for the Day!

As discussed please find the below candidates are shortlisted for placements to our Organization .

S.No	Name	Gender	
1	Somavarapu Sai Kumar	Male	-> 15-107
2	P Sriram Karthik	Male	-> 15-199
3	Gelli Kali Vara Prasad	Male	-> 15-188
4	Chennupati Sandeep	Male	-> 15-123
5	Chava Purna Sai Rama Krishna	Male	-> 15-120
6	P Revanth Kumar	Male	-> 15-1A2
7	Abdul Farooq	Male	-> 15-106
8	Anagani Lakshmi Saraswathi	Female	-> 16-5-122
9	V B S N bhargavi	Female	-> 15-1F0

With the further updates like date, place of posting will be shared shortly.

Thanks & Regards

K Tilak Chowdary

Sr.Manager-HR

Power Mech Projects Ltd.,

LL:+ 91-40-30444727, Mob:9959284455

www.powermechprojects.com

15-1A7

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 **POLURI SUBBA RAO** S/o,D/0,W/o **POLURI GOVINDAIAH** (HT No:**190605007022**) 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)**

15-103

GOVERNMENT OF ANDHRA PRADESH

PROCEEDINGS OF REGIONAL DIRECTOR OF MUNICIPAL ADMINISTRATION & CHAIRMAN,REGIONAL LEVEL COMMITTEE RAJAMAHENDRAVARAM

Present : Sri / Smt K RAMESH (FAC)

Roc.No. 487/2020/K/A2/DSC-2020/ Dated: 24/11/2020

-:o:-

Sub : Estt-Ward Secretaries - Appointment of **REDDDY NANDINI** as **Ward Planning & Regulation 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. 05/2020, 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. 20/11/**2020**
6. Minutes of the Regional Level Committee 07/2020 ,Dt.23/11/**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 **REDDDY NANDINI** S/o,D/0,W/o **TIRUPATHI** (HT No:**200611000782**) is hereby provisionally appointed as **Ward Planning & Regulation 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.

15 - 1B8.

Megha Engineering & Infrastructures Ltd. Hyderabad		A/C No	35223276885
		UAN No	NA
Payslip for the Month of May-2020		ESI No	NA
		Mediclaim No	5046024897

Name		**Code**		**Sector**		**Designation**	
Sangisetty Sai Mohan		12014978		Irrigation		GET	
Earning Rates		**Working Details**		**Earnings**		**Deductions**	
Basic	9,810.00	Present Days	25	Basic	9,810.00	Mediclaim	250.00
HRA	6,540.00	Woff	5	HRA	6,540.00	GTLI	80.00
		PH	1				
		Days Paid	31				
					16,350.00		**330.00**
Net Pay		**16,020.00**					
Sixteen thousands twenty							

Computer generated Payslip

MEIL

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.A1/EA-GrII/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 : 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 **SAYALA NAGA NANCHARAYYA** S/o,D/0,W/o **SAYALA RAMU** (HT No:190604013387) is hereby provisionally appointed as **Engineering Assistant (Grade-II)** and directed to report at **Superintending Engineer, Panchayatraj Circle, DNo 48-9-11/2, Second Floor, Near Power house, Gunadala, Eluru Road, Vijayawada - 520004 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**

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

Progs. No.A4/430/2019 Dated: 22.1

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 **TALARI PURNA KRISHNA VAMSI (HT.No. 190605004883)** 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 **Catakai, Kaikaluru 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 join
- ing 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.

15 - 104

SINGLETON
CONSTRUCTIONS COMPANY PVT. LTD.

Date: 25th July, 2019.

Mr. Thammana Prudhvi Raj,
Dno 21/324-1, Noble Colony,
Machilipatnam-521001,
Mobile: 7416112235.

Subject : Appointment Letter.

Dear **Mr. Thammana Prudhvi Raj,**

We have pleasure in confirming your appointment **Junior Civil Engineer** suject to the terms and conditions of your Contract of Employment as well as Company's Policies and Procedures.

Place of Employment: ROYAL CRUISE APARTMENTS site, NELLORE,

Commencement date: 1st Octobar, 2019.

Salary: 18000.00 monthly

Thank you.

Yours faithfully,

For Singleton construction Pvt.Ltd.

Reg Off : 23B, Alta Whites Apartments, Road No. 3 Film Nagar, Jubilee Hills, Hyderabad - 500 033. | **Branch Off : 227, KTTT, Krishnapatnam Port Muthukur Mandal, Nellore District - 524 344.**

info@singletonconstructionscompany.com
www.singletonconstructionscompany.com

Acceptance 01/10/2019 DOB : 26/05/1998 15-D6

PROCEEDINGS OF THE ASSISTANT DIRECTOR, DISTRICT SURVEY & LAND RECORDS, KRISHNA, MACHILIPATNAM.

Present: Sri P.V.Satyanarayana

Progs. No.A4/430/2019

Dated: 23.10.2019.

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, Machilipatnam.
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 **THOTA NIHARIKA (HT.No 190605010974)** 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 **Penjendra, Gudlavalleru 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

T.Niharika

Village Surveyor

Scanned by CamScanner

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,KRISHNA DISTRICT

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

949

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 **TORLAPATI MURALI LAKSHMAN KUMAR** S/o,D/0,W/o **TORLAPATI KRISHNA RAO** (HT No:**190605004746**) 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)**

15-JES

GSTIN : 37AAXCS8031P1ZA
+91 84998 [illegible]
+91 84998 [illegible]
E-mail [illegible]
[illegible]

SCISCO
ENGINEERS PVT LTD
[illegible]

57-15-B, Plot No. 11, 1st Floor, Fortimes Club Road, New Postal Colony, VIJAYA[illegible]

LETTER OF APPOINTMENT

Date

2020

Ref No. SCISCO/CO/HR/2020/3

[illegible]alapati Dinesh Babu

[illegible]ference 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] terms conditions.

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

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.

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.

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]ng You.

Truly,

Structural Engineers Pvt Ltd

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

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 **VEERANKI SAI NAGA ASHOK** S/o,D/0,W/o **VEERANKI SRINIVASA RAO** (HT No:**190605000726**) 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)**

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,PRAKASAM DISTRICT

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Sri P. Bhaskar, IAS

Rc.No.A5/295/2019/DSC-2019/ **Dated:07/11/2019**

-: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 : **E3/3325/2019 ,Dated:07/11/2019**

-: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 **VEMAREDDY SRINIVASA REDDY** S/o,D/0,W/o **VEMAREDDY VENKATA SUBBA REDDY** (HT No:**190805003419**) is hereby provisionally appointed as **Village Surveyer (Grade-III)** and directed to report at **O/o Assistant Director, Survey and Land Records, Prakasam Bhavan, Ongole. Pin-523001 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)**

15-IFO

POWER MECH
Growth Unlimited

Ref: PM/CO/HR/F.No.704/19-20/4025

Date: 14.05.2019

OFFER LETTER

To,
Ms.V.B.S.N.Bhargavi
DNO: 61-23-9/1, Ramalingeswara Nagar,
Saibaba Road, Vijayawada, AP - 520013
Mobile: 9110556451

Dear V.B.S.N.Bhargavi,

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

You will be paid a CTC of **Rs. 200000/-(Rupees Two Lakhs Only)** per annum as per the terms agreed by us mutually and also you will be eligible to all company benefits applicable as per HR policy in this grade.

Your place of posting will be at **Power Mech Projects Limited, Corporate Office , Hyderabad**.However your services are transferable to any of the locations before or after your reporting at Site/Office.

You are requested to join us on or before **20.05.2019** as agreed by you in this regard and should there be any change, it has to be agreed by both the parties in writing beforehand, otherwise this offer will stand withdrawn.

In case, you require any clarification, you can contact HR **Mr. Tilak - 9959284455** 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 copies of the following which are mandatory at the time of your joining.

1. Educational certificates beginning from S.S.L.C onwards along with proof of date of birth.
2. Relieving letter / Service certificate from all your earlier organizations.
3. Last drawn salary slip or CTC breakup, as applicable.
4. Photocopies of PAN Card, Driving License, Voter ID, Ration Card, Aadhar Card, Passport.
5. Four recent passport size photographs.

Please sign and return the duplicate copy of this letter in token of your acceptance and send it to us at earliest.

We look forward for you association with our company.

Yours sincerely,

G. Srinivasulu
Executive Director – HR & Admin

V.B.S.N.Bhargavi

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/01 10th June, 2019

Mr. CHITIKINENI GITENDRA SAIRAM LOKESH
S/o. CH.SEETHA RAMANJANEYULU
3-141 CHITIKINENI PENDURRU BANTUMILLI, KRISHNA A.P

Dear Mr CH. G. SAIRAM LOKESH

With reference to your application and the subsequent interview you had with us, you have been appointed as "**Graduate Trainee Engineer – GET (Civil)**"on Project Specific Fixed Term 12 months, effective from **11th July, 2019**. Your job location/place of work will be at our "**Karnataka Region**".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

PROCEEDINGS OF THE ASSISTANT DIRECTOR, SURVEY&LAND RECORDS, EAST GODAVARI, KAKINADA

Present: Sri G.Nutana Kumar, B.A.,

Dated: 24.12.2019

Rc.No.A2/523/2019

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 -**Appointment & placement or posting orders-Issued-Reg.**

Ref:- 1. G.O. Ms. No.110, PR & RD Dept (MD-1), Dated: 19.7.2019.
2. Recruitment Notification No.01/2019, Dt: 26.07.2019 for the Post of **Village Surveyors (Grade-III).**
3. The Hon'ble High Court Orders in W.P.Nos. 12977/2019, 13885/2019, 13998/19,14015/19, 13900/19 and 14000/2019,
4. Hon'ble High Court's Order in Writ Appal No.282/2019 9282/2019 & 3971/2019 and Writ Appeal 310/2019.
5. Member Convener DSC-2019, Letter No: A2/523/2019, Dt: 29.09.2019.
6. G.O.Ms.No. 418 Revenue (Services.-III) Dept. Dated:27-09-2019.
7. Proceedings of the Chairman DSC & Dist. Collector, East Godavari, Kakinada, Rc.No.A2/523/2019, Dt: 29.09.19
8. Consent of the Individual.

*****

ORDERS:

Consequent upon your selection by the District Selection Committee (DSC), the Chairman of the DSC & the District Collector, East Godavari, approved and provisionally appointed you as Village Surveyor (Grade-III) vide Ref.5th cited and directed the Assistant Director, Dist. Survey and Land Records, East Godavari, Kakinada, 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: 05-02-2011 as amended vide ref. 6th cited.

In view of the above, Sri/Smt/Kumari OSIREDDY ALEKYA (HT.No. 190405003934) is hereby provisionally appointed as Village Surveyor (Grade-III) by the Assistant Director, Survey and Land Records, East Godavari, Kakinada being the appointing authority for the post of Village Surveyor Grade-III and posted to the Village Secretariat of NAGAMPALLI of SEETHANAGARAM 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 liable tobe charged from service at any time without any notice, if :
- On the basis of your performance or conduct, you are considered unsuitable for further retention in service, or
- You are otherwise found ineligible or unsuitable to be retained in the service of

16-5-104

PROCEEDINGS OF THE ASSISTANT DIRECTOR, DISTRICT SURVEY & LAND RECORDS, KRISHNA, MACHILIPATNAM.

Present: Sri P.V.Satyanarayana

Progs. No.A4/430/2019 Dated: 23.10.2019.

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, Machilipatnam.
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 **KAMALAKAR KODALI (HT.No . 190605004354)** 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 **Vemavaram, Gudlavalleru 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.

PROCEEDINGS OF THE ASSISTANT DIRECTOR, SURVEY&LAND RECORDS, WEST GODAVARI, ELURU

Present: Sri.P.V.N Kumar, B.Com., B.L

Rc.No.A1/525/2019 **Dated: 06.11.2019.**

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 **-Appointment & placement or posting orders-**Issued-Reg.

Ref:-1. G.O. Ms. No.110, PR & RD Dept (MDL-1), Dated: 19.7.2019.
2.Recruitment Notification No.01/2019, Dt: 26.07.2019 for the Post of **Village Surveyors (Grade-III).**
3.G.O.Ms.No. 418 Revenue (Services.-III) Dept. Dated:27-09-2019.
4.W.P.No.14549/2019 filed in the Hon'ble High Court, AP, Vijayawada.
5.Progs. of the Chairman DSC & Dist. Collector, West Godavari, Eluru Rc.No.A1/525/2019, Dt: 29.09.19
6.Options of the individual.

ORDERS:

Consequent upon your selection by the District Selection Committee (DSC), the Chairman of the DSC & the District Collector, West Godavari, approved and provisionally appointed you as Village Surveyor (Grade-III) vide Ref.5th cited and directed the Assistant Director, Dist. Survey and Land Records, West Godavari, Eluru, 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. 3rd

In view of the above, Sri/Smt/Kum.**TANETI RAVALI** (HT.No.) **190505001276** is hereby provisionally appointed as Village Surveyor (Grade-III) by the Assistant Director, Survey and Land Records, West Godavari, Eluru being the appointing authority for the post of Village Surveyor Grade-III and posted to the **Village Secretariat Ram Nagar Community Hall, Venkatapuram-2** of **Eluru Mandal** as Village Surveyor (Grade-III).

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

2) 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

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 tobe charged 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.

Ir 16-106

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Prashasan Nagar, Jubilee Hills, Hyderabad-500110.
Telangana State Ph: 040-23559496, 23558893

Since 1988

OFFER LETTER

Date: 20TH July, 2019,

To,
Mr. Abdul Farooq,
R/o. 6-27, Vemavarappalem,
Gudlavalleru Mandal,
Krishna District – 521331, AP.

Dear Mr. ABDUL FAROOQ,

Based on our discussions, we are pleased to offer you employment in our organization as detailed below.

Designation	:	Site Engineer – Trainee
Joining Date	:	on or before 20th July, 2019
Place of posting	:	Site (Vijayawada)
Gross Salary	:	Rs. 15,000/- per month
Per Annum	:	Rs. 1,80,000/-

Terms of Employment :

You will be under probation for a period of 6 months, at the end of the probation, based on your performance your position in the company will be confirmed. You will be entitled for benefits as per company policy. The Salary will be paid as per agreed terms and conditions.

During your fixed term employment, your monthly remuneration would be Rs.15,000/- per month (INR Fifteen Thousand Only). Out of which basic is treated as 50% and project allowance is the balance 50%. The Statutory benefits like ESI, EPF is extended.

As mentioned you are requested to join on of before the given joining date, else the offer stands cancelled.

For RELIANCE BUILDERS

Authorized Signatory

RELIANCE BUILDERS HYD.

www.reliancebuildershyd.com

E-mail: reliancehome@rediffmail.com

PROCEEDINGS OF THE COLLECTOR & DISTRICT MAGISTRATE, KRISHNA
Present: SRI A.MD. IMTIAZ, IAS.,

Rc.A7/ 371/2019 Dt.24-12-2019

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), Departement, dt:26.09.2019
4) G.O.Ms.No.417 Revenue (SER.III), Departement, 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 counseling dt 24.12.2019.

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ORDER:

In the reference 5th read above, orders were issued appointing Sri/Smt/Kum **SOMAVARAPU SAI KUMAR** 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 **Munukulla-1** Village/Ward Secretariat of **Tiruvuru** 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, **SOMAVARAPU SAI KUMAR, 9-229-1,KUMMARI BAZAR,NADIMI TIRUVURU,521235,KRISHNA,URBAN,Tiruvuru,Election Ward No. 16**
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.

16 - 108

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Ph: 040-23559496, 23558893

Since 1988

OFFER LETTER

14th October, 2019.

To,
P.VANAJAKSHI
5-92 Near Gali Gopuram,
Kowthavaram-521331,
Krishna district, A.P.

Dear P.Vanajakshi,

Based on our discussions, we are pleased to offer you employment in our organization as detailed below.

Designation	**: CAD Engineer-Trainee**
Joining Date	**: On or before 14th October 2019**
Place of Posting	**: Head Office.**
Gross Salary	**: Rs 15,000/- per month**
Per Annum	**: Rs 1,80,000/-**

TERMS OF EMPLOYMENT:

You will be under probation for a period of 6 months, at the end of the probation, based on your performance your position in the company will be confirmed. You will be entitled for benefits as per company policy. The salary will be paid as per agreed terms and conditions.

During your fixed term employment, your monthly remuneration would be Rs 15,000/- per month(INR Fifteen Thousand only). Out of which basic is treated as 50% and project allowance is the balance 50%.The statutory benefits like ESI, EPF is extended.

As mentioned you are requested to join on or before the given joining date, else the offer stands cancelled.

For Reliance Builders,

RELIANCE BUILDERS HYD.

Authorized Signatory

62

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. 262/2019 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 **JUPUDI DEVA NAGA VENKATA CHANDRA SEKHAR** S/o,D/0,W/o **JUPUDI GOPALA KRISHNA MURTHY** (HT No:190605004908) 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)**

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L&W
BUILDING WITH INTEGRITY

L & W Construction Pvt. Ltd.

Building and Civil Engineering Contractors

Ref No	:	LWC/HR/YE-Civil 2019/OL:23
Date	:	31-May-19

Name	:	KODALI NAVYA
Email	:	navyakodali047@gmail.com
Mobile	:	9912833790,

Dear Ms.KODALI NAVYA,

SUB: OFFER LETTER

With reference to your application, and subsequent interviews, we are pleased to inform you that you have been selected for the role of **"Young Engineer"** under L&W India group. You will be placed under training for a period of two years and will be given exposure into different professional aspects to take up suitable employment opportunities with the group upon completion of your training. The details of other terms during the period of training are as follows,

Stipend during Training period	*1st Year*	:	Rs.12, 000/- (TWELVE THOUSAND ONLY) per month Company accommodation or Rs.3,000/-
	2nd Year	:	Rs.14, 000/- (FOURTEEN THOUSAND ONLY) per month Company accommodation or Rs.3,000/-
Remuneration in 3rd year	After the successful completion of two years training, and subsequent evaluation, the remuneration will be fixed at Rs.30,000/- for one year. After successful completion of two years training and one year employment as per above terms, you will be eligible for Rs. 1,00,000/- (Rupees One Lakh only) as loyalty bonus.		

Your date of joining shall be <u>04-Aug-19.</u> On the day of joining, you are required to submit the following documents with original for verification

- All Educational qualification certificates including Std 10 and 12 and Professional Certificates.
- Six passport size photographs
- ID proof and present address proof (Aadhar Card (Must)/Voter Card/ Passport Copy/Ration Card/Driving License)
- Cancelled Cheque leaf/Bank account proof
- Medical fitness certificate

You are required to accept the letter of offer as prescribed in the subsequent page of the letter. We look forward for your joining and wish you all the best.

Thank you
For L&W Construction Pvt Ltd

Authorised Signatory

I acknowledge and accept the above offer Letter

Registered Office : # 801, 8th Floor, Pride Hulkul, No. 116, Lalbagh Road, Bangalore - 560 027.
Tel : 080-6799 6888 / Fax : 080 6799 6811 / www.landwindia.com
(U45201KA2006PTC039095)

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PROCEEDINGS OF THE COLLECTOR & DISTRICT MAGISTRATE, KRISHNA
Present: SRI A.MD. IMTIAZ, IAS.,

Rc.A7/ 371/2019 Dt.09-10-2019

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), Departement, dt:26.09.2019
4) G.O.Ms.No.417 Revenue (SER.III), Departement, 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 counseling dt 09.10.2019.

-@@@-

ORDER:

In the reference 5th read above, orders were issued appointing Sri/Smt/Kum **PAYALAPATI ANJANA** 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 **Pamarru-III** Village/Ward Secretariat of **Pamarru Mandal** 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.

Imtiaz
Collector, Krishna

To

Sri/Smt/Kumari. **PAYALAPATI ANJANA, 2-14,NTR COLONY,ADDADA,521390,KRISHNA,RURAL,PAMARRU,ADDADA**
The Tahsildar **Pamarru.**
The Panchayat Secretary/ Special Officer concerned.
Copy to the Mandal Parishad Development Officer concerned.
Copy to the Revenue Divisional Officer/Sub Collector concerned.
Copy to the STO/ATO concerned.

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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/APP0480/2019-20

Date: 13/05/2019

Mr. Bolapati Naveen Kumar
D No : 9-62, Kowtharam (P), Balarampuram, Gudlavalleru (M),
Krishna Dist, A.P, Pin : 521331.
Mobile No: 9014011320
Email Id: bolapatinaveenkumar@gmail.com

Dear Mr. Bolapati Naveen Kumar

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

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

1. **Date of Employment:** You shall join us on or before 13/05/2019.

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. 2,16,000 (Rupees Two Lakh Sixteen Thousand 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

Contd...

16-5-116

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Mr. PERIKALA KISHORE BABU
S/o. P.MALYADRI
4-47 MATTIPADU, VEMULAPADU
SANTHANUTHALAPADU, PRAKASAM, A.P

Dear Mr PERIKALA KISHORE BABU

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Civil)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our **"Karnataka Region"**.

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

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Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

Offer of Appointment (MEIL) - Reg

Meil HR <hrm@meilgroup.com> Fri, May 24, 2019 at 4:53 PM

Reply-To: Meil HR <hrm@meilgroup.com>
To: "kskbharadwaj@gmail.com" <kskbharadwaj@gmail.com>, "placementofficer@gecgudlavalleru.ac.in" <placementofficer@gecgudlavalleru.ac.in>
Cc: Dvramanarao <dvramanarao@meilgroup.com>, "A. Chakravarthy" <ack@meilgroup.com>

Dear Mr Sai Krishna Kota

Greetings from Megha Engineering & Infrastructures Ltd.

As per our Telephonic discussion had with your good selves the following list of Candidates have been selected & advised to report at our Head Office on **Monday 27th May 2019 @ 9.30 AM.**

S No	Name	Stream	YOP	Status	
1	CHAVA PURNA SAI RAMA KRISHNA	CIVIL	2019	Selected	15-120
2	GELLI KALI VARA PRASAD	CIVIL	2019	Selected	15-158
3	PARISI REVANTH KUMAR	CIVIL	2019	Selected	15-1A2
4	Poluri Subbarao	CIVIL	2019	Selected	15-1A7
5	SANGISETTY SAI MOHAN	CIVIL	2019	Selected	15-1B8
6	SOMAVARAPU SAI KUMAR	CIVIL	2019	Selected	16-5-107
7	J D N V CHANDRA SEKHAR	CIVIL	2019	Selected	16-5-109
8	BOLAPATI NAVEEN KUMAR	CIVIL	2019	Selected	16-5-114
9	JAVVAJI VENKATESH	CIVIL	2019	Selected	16-5-117
10	MAGANTI SIVA NAGA ASHOK KUMAR	CIVIL	2019	Selected	16-5-127
11	BANDARU VEERANJANEYULU	ME	2019	Selected	15-304
12	KARANAM VENKATA SAI SRI HARSHA	ME	2019	Selected	15-364
13	MERUGUMALA RAJA SEKHAR	ME	2019	Selected	15-399
14	MOHAMMAD HAFEES	ME	2019	Selected	15-3A1
15	MORUPAKALA HEMANTH	ME	2019	Selected	15-3A4
16	PUPPALA MAHESH BABU	ME	2019	Selected	15-3D0
17	THALLURU PAVAN TEJA	ME	2019	Selected	15-3E7
18	PUSULURI TEJA	ME	2019	Selected	16-5-301
19	NISSANKARA VENKATESH	ME	2019	Selected	16-5-312
20	PANDI SAIKUMAR	ME	2019	Selected	16-5-336

Address -

Megha Engineering & Infrastructures Ltd
S2-TIE, Behind Andhra Bank
Balanagar, Hyderabad, 500037.
Tel - 040-44336700.
www.meil.in

Please carry the enclosed list of the documents at the time of Joining.

Candidates may be required to stay for 2 to 3 days in Hyderabad for the training / Induction purpose hence it is advised to make their own arrangement for the stay.

With Regards

Talent Acquisition Team,

Megha Engineering & Infrastructures Ltd.

MEIL CHECKLIST (3).pdf
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Lx 16- 118

Reliance Builders

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(Regd. No. 00659 of 1989)

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

Since 1988

OFFER LETTER

Date: 22nd July, 2019,

To,
Mr. MD Akbar Saqlain,
S/o. Mr. Yasin,
R/o. 5-32, Ramalayam Street,
Santha Road, Gudlavalleru Mandal,
Krishna District – 521356, AP.

Dear Mr. MD. AKBAR SAQLAIN,

Based on our discussions, we are pleased to offer you employment in our organization as detailed below.

Designation	:	Site Engineer – Trainee
Joining Date	:	on or before 22ND July, 2019
Place of posting	:	Site (Hyderabad)
Gross Salary	:	Rs. 15,000/- per month
Per Annum	:	Rs. 1,80,000/-

Terms of Employment :

You will be under probation for a period of 6 months, at the end of the probation, based on your performance your position in the company will be confirmed. You will be entitled for benefits as per company policy. The Salary will be paid as per agreed terms and conditions.

During your fixed term employment, your monthly remuneration would be Rs.15,000/- per month (INR Fifteen Thousand Only). Out of which basic is treated as 50% and project allowance is the balance 50%. The Statutory benefits like ESI, EPF is extended.

As mentioned you are requested to join on of before the given joining date, else the offer stands cancelled.

For RELIANCE BUILDERS

Dhana

Authorized Signatory

RELIANCE BUILDERS HYD.

www.reliancebuildershyd.com

E-mail: reliancehome@rediffmail.com

16-3-121

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. PAMARTHI VIJAY KUMAR
S/o. P.RUKMINI KUMAR
7-121 RAILWAY STATION ROAD
VADLAMANNADU GUDLAVALLERU(M) KRISHNA

Dear Mr PAMARTHI VIJAY KUMAR

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Civil)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our **"Karnataka Region".**

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

n addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073
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Email: projects@kmvgroup.com
www.kmvprojects.com

16-5-122

POWER MECH®

Growth Unlimited

Ref: PM/CO/HR/F.No.704/19-20/4042

Date: 22.05.2019

OFFER LETTER

To,
Ms.Anagani Lakshmi Saraswathi
DNO: 2-53-2, Puritipadu, Gudlavalleru (Md),
Krishna (Dt), AP - 521356
Mobile: 6304855292

Dear Anagani Lakshmi Saraswathi,

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

You will be paid a CTC of **Rs. 200000/-(Rupees Two Lakhs Only)** per annum as per the terms agreed by us mutually and also you will be eligible to all company benefits applicable as per HR policy in this grade.

Your place of posting will be at **Power Mech Projects Limited, Corporate Office , Hyderabad**.However your services are transferable to any of the locations before or after your reporting at Site/Office.

You are requested to join us on or before **27.05.2019** as agreed by you in this regard and should there be any change, it has to be agreed by both the parties in writing beforehand, otherwise this offer will stand withdrawn.

In case, you require any clarification, you can contact HR **Mr. Tilak - 9959284455** 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 copies of the following which are mandatory at the time of your joining.

1. Educational certificates beginning from S.S.L.C onwards along with proof of date of birth.
2. Relieving letter / Service certificate from all your earlier organizations.
3. Last drawn salary slip or CTC breakup, as applicable.
4. Photocopies of PAN Card, Driving License, Voter ID, Ration Card, Aadhar Card, Passport.
5. Four recent passport size photographs.

Please sign and return the duplicate copy of this letter in token of your acceptance and send it to us at earliest.

We look forward for you association with our company.

Yours sincerely,

G. Srinivasulu
Executive Director – HR & Admin

Anagani Lakshmi Saraswathi

Ex 16-123

PROCEEDINGS OF REGIONAL DIRECTOR OF MUNICIPAL ADMINISTRATION & CHAIRMAN,REGIONAL LEVEL COMMITTEE RAJAMAHENDRAVARAM

Present : Sri / Smt G. NAGARAJU

Roc.No. 571/2019/A2/DSC-2019/ **Dated: 12/11 /2019**

-:o:-

Sub : Estt-Ward Secretaries - Appointment of **PITTU SIRISHA** as **Ward Planning & Regulation 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. 05/2019, DATED: 26.07.2019**
4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.
5. Minutes of the District Level Committee 4202/2019/PS ,Dt. 08/11 **/2019**
6. Minutes of the Regional Level Committee 18/2019 ,Dt.12/11 **/2019**

-: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 **PITTU SIRISHA** S/o,D/0,W/o **VENKATARAMANARAO** (HT No:**190611000554**) is hereby provisionally appointed as **Ward Planning & Regulation 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.

E-mail: poly.gv12@gmail.com
Web: aanm.vvrs.polytechnic.ac.in

Phone : Off : (08674) 273368
Res: (08674) 244649
Fax No : (08674) 273338
Mobile : 9912342030

ADUSUMILLI ASWARDHANARAYANA MURTHY
&
VALLURUPALLI VENKATA RAMA SESHADRI RAO
POLYTECHNIC
(APPROVED BY AICTE, NEW DELHI)

N.S.S.V.RAMANJANEYULU,
M.Tech ,MISTE,MICTE,
PRINCIPAL

SESHADRI RAO KNOWLEDGE VILLAGE,
GUDLAVALLERU,
KRISHNA DT. (A.P),
PIN: 521 356

Ref:- EST/2020

Date : 12-2-2020

ACKNOWLEDGEMENT

As per the Selection Committee recommendation, the following Candidate is selected for the Post of Lecturer in Civil Engineering Department. Here with we acknowledge the receipt of Certificates submitted by the candidate.

Name of the Candidate : Miss Remunaka Mary

Father Name : [illegible]

Certificates submitted : 1) B.A.C
2) Diploma
3) B.Tech Provisional

PRINCIPAL
PRINCIPAL
A.A.N.M.& V.V.R.S.R.Polytechnic
GUDLAVALLERU

Copy to Candidate.

Ln 16-126

wipro

APPOINTMENT LETTER

16-Mar-20

PAMARTHI HARI GOPAL
Resume ID # 2343415

Dear PAMARTHI HARI GOPAL

This is with reference to discussion you had with us recently. We are pleased to offer you the position of an **ASSOCIATE** on the following terms:

1. **Place of Employment and Timing.**
   1.1 Your initial place of work will be at **HYDERABAD** However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
   1.2 You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. **Compensation and Benefits.**
   2.1 Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 56000 (FIFTY SIX THOUSAND Rupees Only).** Other allowances / reimbursements as due to you are detailed in Annexure II.
   2.2 You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
   2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
   2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. **Reimbursement of Expenses**: The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. **Leaves:** You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. **Term:** Employment period shall commence on **16-Mar-20** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof you will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Wipro 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 given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

Offer of Appointment (MEIL) - Reg

Meil HR <hrm@meilgroup.com> Fri, May 24, 2019 at 4:53 PM

Reply-To: Meil HR <hrm@meilgroup.com>
To: "kskbharadwaj@gmail.com" <kskbharadwaj@gmail.com>, "placementofficer@gecgudlavalleru.ac.in" <placementofficer@gecgudlavalleru.ac.in>
Cc: Dvramanarao <dvramanarao@meilgroup.com>, "A. Chakravarthy" <ack@meilgroup.com>

Dear Mr Sai Krishna Kota

Greetings from Megha Engineering & Infrastructures Ltd.

As per our Telephonic discussion had with your good selves the following list of Candidates have been selected & advised to report at our Head Office on **Monday 27th May 2019 @ 9.30 AM.**

S No	Name	Stream	YOP	Status	
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4	Poluri Subbarao	CIVIL	2019	Selected	15-1A7
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18	PUSULURI TEJA	ME	2019	Selected	16-5-301
19	NISSANKARA VENKATESH	ME	2019	Selected	16-5-312
20	PANDI SAIKUMAR	ME	2019	Selected	16-5-336

Address -

Megha Engineering & Infrastructures Ltd
S2-TIE, Behind Andhra Bank
Balanagar, Hyderabad, 500037.
Tel - 040-44336700.
www.meil.in

Please carry the enclosed list of the documents at the time of Joining.

Candidates may be required to stay for 2 to 3 days in Hyderabad for the training / Induction purpose hence it is advised to make their own arrangement for the stay.

With Regards

Talent Acquisition Team,

Megha Engineering & Infrastructures Ltd.

MEIL CHECKLIST (3).pdf
30K View as HTML Download

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Prashasan Nagar, Jubilee Hills, Hyderabad-500110.
Telangana State Ph: 040-23559496, 23558893

OFFER LETTER

Date: 22nd July, 2019,

To,
Mr. Kodamula Yona,
S/o. Mr. Yasin,
R/o. 5-32, Ramalayam Street,
Santha Road, Gudlavalleru Mandal,
Krishna District – 521356, AP.

Dear Mr. KODAMULA YONA

Based on our discussions, we are pleased to offer you employment in our organization as detailed below.

Designation	:	Site Engineer – Trainee
Joining Date	:	on or before 22ND July, 2019
Place of posting	:	Site (Hyderabad)
Gross Salary	:	Rs. 15,000/- per month
Per Annum	:	Rs. 1,80,000/-

Terms of Employment :

You will be under probation for a period of 6 months, at the end of the probation, based on your performance your position in the company will be confirmed. You will be entitled for benefits as per company policy. The Salary will be paid as per agreed terms and conditions.

During your fixed term employment, your monthly remuneration would be Rs.15,000/- per month (INR Fifteen Thousand Only). Out of which basic is treated as 50% and project allowance is the balance 50%. The Statutory benefits like ESI, EPF is extended.

As mentioned you are requested to join on of before the given joining date, else the offer stands cancelled.

For RELIANCE BUILDERS

Authorized Signatory

RELIANCE BUILDERS HYD.

16-5-129.

Gmail

siva sankar super broo <psivasankar27@gmail.com>

Offer Letter: Young Engineer: Padmisetti Siva sankar

1 message

recruitment_lwbs <recruitment_lwbs@landwindia.com> Tue, Apr 16, 2019 at 12:24 PM
To: psivasankar27@gmail.com
Cc: saravanakumar LWBS <saravanakumar_lwbs@landwindia.com>, Gopikrishnan <gopikrishnan@landwindia.com>, Pradeep Kumar T <pradeepkumar@landwindia.com>, staffing@harchanconsultants.com

Ref No : LWBS/HR/YE-2019/OL:23

Date : 16-04-19

Name : Padmisetti Siva sankar

Email : psivasankar27@gmail.com

Mobile : 9059673248

Dear Mr. Padmisetti Siva sankar,

SUB: OFFER LETTER

Reference is made your employment application and interview with us; we are pleased to confirm your employment with us as **"Young Engineer"** with our organization **L&W Building Solutions Pvt Ltd** for the period two years as per the details given below:

Remuneration of Training period	*1st Year*	Rs.10, 000/- (TEN THOUSAND ONLY) per month
	Salary	Company accommodation or Rs.3,000/-
	2nd Year	Rs.12, 000/- (TWELVE THOUSAND ONLY) per month
	Salary	Company accommodation or Rs.3,000/-
Remuneration of two years employment	**After the successful completion of two years training, the remuneration will be fixed at Rs.30, 000/- for two years.** **After the completion of two years training and successful completion of one year employment, Company gives Rs. 1,00,000/- (Rupees One Lakh only) as loyalty bonus.**	

L 130

PROCEEDINGS OF THE ASSISTANT DIRECTOR, DISTRICT SURVEY & LAND RECORDS, KRISHNA, MACHILIPATNAM.

Present: Sri P.V.Satyanarayana

Progs. No.A4/430/2019

Dated: 23.10.2019.

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, Machilipatnam.
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 **LAXMIPURAM RADHA KRISHNA (HT.No . 190605003453)** 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 **Kanchadam, Bantumilli 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.**

16-3-132

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. MOHAMMAD AYUB
S/o. MOHAMAD RAFI
1-246 MUSLIM STREET AKKULAMANADU
GUDURU, KRISHNA DIST.

Dear Mr MOHAMMAD AYUB

With reference to your application and the subsequent interview you had with us, you have been appointed as "**Graduate Trainee Engineer – GET (Civil)**"on Project Specific Fixed Term 12 months, effective from **11th July, 2019**. Your job location/place of work will be at our **"Karnataka Region".**

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

16-5-133

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. GORRELA PRADEEP
S/o. G.PAIDI RAJU
11/323-C4 NEELAMAHA ROAD,DHANIYALAPETA,
GUDIWADA, KRISHNA DIST.

Dear Mr GORRELA PRADEEP

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Civil)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our **"Karnataka Region"**.

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	**Per Month (Value in Rs.)**	**Per Annum (Value in Rs.)**
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

S.N.FABRICATORS

Plot No.424, Ushodaya Towers, Shapurnagar
IDA.,Jeadimetla , Hyderabad- 055
Cell: 9676999553
Email: snreddy.sr@gmail.com
GSTIN: 36AVRPP8108L1ZT
ISO 9001 : 2015 CERTIFIED

Dt.05.10.2021

To,

KOUSAR FATHIMA,

MACHILIPATNAM, KRISHNA DIST, AP.

Sub: Offer Letter –reg.,

Dear **KOUSAR FATHIMA**,

This was reference to the various discussions you had with us

We are pleased to make a provisional offer of appointment as 'CIVIL ENGINEER'.

Your annual Earnings including salary allowances and annual benefits and statutory payment as applicable with total Rs. **3,00,000**/-(including PF and ESI).

On reporting, please bring two recent passport size photographs and photo copy of all educational documents, proof of age certificate, bank details and Aadhar details.

You are required to join the company on or before **11.10.2021**, please return the sign copy of letter as a token of acceptance of the offer confirming the date of joining.

We look forward to a mutually rewarding relationship.

Yours Truly

For S.N. FABRICATORS

Proprietor

S N FABRICATORS

Accepted & Agreed

Sign Sk. Kousar fathima

Name: Mr. KOUSAR FATHIMA

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE,PRAKASAM DISTRICT

PROCEEDINGS OF THE CHAIRMAN,DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Sri P. Bhaskar, IAS

Rc.No.A5/295/2019/DSC-2019/ Dated: 29.9 /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 : **E3/3325/2019** ,Dated: 29.9 /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 **KOPPOLU VEERA VENKATA MURALI KRISHNA** S/o,D/0,W/o **KOPPOLU RAGHAVARAO** (HT No:**190805004794**) is hereby provisionally appointed as **Village Surveyer (Grade-III)** and directed to report at **O/o Assistant Director, Survey and Land Records, Prakasam Bhavan, Ongole. Pin-523001 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)**

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16-5-138

Email:subbaraogv234@gmail.com
SRI SAI PRASANNA PLANNERS AND ARCHITECTS
Opp Ravindra Medical Stores,
Near Municipal Office,
Main Road,
MACHILIPATNAM

Cell:9848202359
G.V.Subba Rao,D.c.
Architect,
L.B.Survetor,
Machilipatnam Municipality,
Pedana Municipality.

TO WHOM SO EVER IT MAY CONCERN

Machilipatnam,

Date : 15.07.2021.

This is to certify that Mrs. PUPPALA JANAKI (16485A0138) D /o P K D N M SWAMY Working as Jr.Engineer in our office from Period of from 01-05-2019 to till date with our entire satisfaction. During her working period we found him a Sincere, Honest, hardworking, Dedicated Employee with a Professional attitude and very good job knowledge.

Sincerely

(NAME)

G.V.SUBBA RAO

G.V. SUBBA RAO, D.Civil.(Architect)
Licenced Technical Person
MACHILIPATNAM MUNICIPALITY
PEDANA MUNICIPALITY
Cell: 9848202359

G.V. Subba Rao

(DESIGNATION)

(OFFICE NAME)
SAI PRASANNA PLANNERS & ARCHITECTS

E-mail: poly.gvl@gmail.com
Web : aanm-vvrsrpolytechnic.ac.in

Phone : Off : (08674) 273366
Res: (08674) 244649
Fax No : (08674) 273336
Mobile : 9912342030

ADUSUMILLI ASWARDHANARAYANA MURTHY
&
VALLURUPALLI VENKATA RAMA SESHADRI RAO
POLYTECHNIC
(APPROVED BY AICTE, NEW DELHI)

N.S.S.V.RAMANJANEYULU,
M.Tech.,MISTE,MIETE,
PRINCIPAL.

SESHADRI RAO KNOWLEDGE VILLAGE,
GUDLAVALLERU,
KRISHNA DT. (A.P),
PIN: 521 356.

Ref:- EST/2020

Date 28-1-2020

ACKNOWLEDGEMENT

As per the Selection Committee recommendation, the following Candidate is selected for the Post of Lecturer in Civil Engineering Department. Here with we acknowledge the receipt of Certificates submitted by the candidate.

Name of the Candidate : Miss Boyina Sandhya

Father Name : Sri B. Srinu

Certificates submitted : 1) S.S.C.
2) Diploma Provisional
3) B.Tech. Provisional

28/1/20

PRINCIPAL
PRINCIPAL
A.A.N.M.& V.V.R.S.R.Polytechnic
GUDLAVALLERU

28/1/2020

Copy to Candidate.

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"KMV PROJECTS LTD."

S.No.	RollNo	Name of the student	Branch	Mobile No
1	15481A0105	Ala Venkateswara Rao	Civil	9553592526
2	15481A0115	Birraju Vineeth Varma	Civil	9912923404
3	15481A0117	Boyina Hema Chandu	Civil	7995630012
4	15481A0135	Emmandhi Venkatesh	Civil	7675880211
5	15481A0169	Kotla Chinnakollaiah	Civil	9705745153
6	15481A0171	Kuchibhotla Naga Surya Satya Srinivas	Civil	8019694816
7	15481A0173	LAKKARAJU SRAVANI	Civil	
8	15481A0190	Munagala Lokesh Sai	Civil	8885114368
9	15481A0194	Nandyala Nagaraju	Civil	9550743896
10	15481A01E9	VEMAREDDY SRINIVASA REDDY	Civil	
11	16485A0101	CHITIKINENI GITENDRA SAIRAM LOKESH	Civil	
12	16485A0116	PERIKALA KISHORE BABU	Civil	
13	16485A0121	Pamarthi Vijay Kumar	Civil	9010202760
14	16485A0132	MOHAMMAD AYUB	Civil	
15	16485A0133	GORRELA PRADEEP	Civil	
16	16485A0135	KOPPOLU VEERAVENKATA MURALI KRISHNA	Civil	
17	16485A0141	Udayagiri Surya Teja	Civil	8125217254
18	15481A0211	Avula Venkateswara Reddy	EEE	9666368918
19	15481A0229	chatla Siva Nagi Reddy	EEE	9676484935
20	15481a0263	KANCHERLA MELVIN BAL RAJ	EEE	7207263444
21	15481A0271	Kommasani Rajasekhara Reddy	EEE	9133763164
22	15481A0275	Kopuri Kiran Kumar	EEE	8096807015
23	15481A0279	Kukkala Sai Bharath	EEE	9493908180
24	15481A02C3	PATNANA ESWARARAO	EEE	9494525506
25	15481A02E0	Sayala Jitender Kumar	EEE	8281862086
26	16485A0204	MOHAMMED SHABAZ	EEE	8099062705
27	16485A0207	Velpula Sukumar	EEE	8106700261
28	16485A0211	BARNIKANA KUMAR	EEE	9652718573
29	16485A0215	Chinnam Ganesh	EEE	9652059508
30	16485A0217	Morla Gnaneswar	EEE	7036724636
31	16485A0219	Velamala Jagadeesh Venkat	EEE	8919378572
32	16485A0229	Boyina Siva Krishna	EEE	9133762256
33	16485A0236	BURAGAPU HARSHAVARDHAN	EEE	7416751468
34	15481A0309	Bandaru Veeranjaneyulu	ME	8919561095
35	15481A0332	CHITTURI SAI RAGHAVENDRA	ME	7659948954
36	15481A0348	Gunja Ravi Teja	ME	9494219166
37	15481A0375	kolluru C H N S Rahul Kumar	ME	8688355527
38	15481A0383	MAILAPALLI VENKATA KOTI	ME	7702594061
39	15481A0387	Madiri Rithwick	ME	9440706904
40	15481A0392	Marada Harsha Vardhan	ME	9703876539
41	15481A03A4	Morupakala Hemanth	ME	7095758468
42	16485A0301	Pusuluri Teja	ME	9705604805
43	16485A0312	Nissankara Venkatesh	ME	7729017155
44	16485A0314	Murari Naveen	ME	9248957612
45	16485A0333	Sada Veera Subrahmanyam	ME	9705039884

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Prashasan Nagar, Jubilee Hills, Hyderabad-500110.
Telangana State Ph: 040-23559496, 23556693

OFFER LETTER

Date: 22nd July, 2019,

To,
Mr. Pedapalli Manohar,
1/73, Malleswara Colony,
Kappaladoddi,
Gudur Mandal,
Krishna District, AP.

Dear Mr. PEDAPALLI MANOHAR,

Based on our discussions, we are pleased to offer you employment in our organization as detailed below.

Designation	:	Site Engineer – Trainee
Joining Date	:	on or before 22ND July, 2019
Place of posting	:	Site (Hyderabad)
Gross Salary	:	Rs. 15,000/- per month
Per Annum	:	Rs. 1,80,000/-

Terms of Employment :

You will be under probation for a period of 6 months, at the end of the probation, based on your performance your position in the company will be confirmed. You will be entitled for benefits as per company policy. The Salary will be paid as per agreed terms and conditions.

During your fixed term employment, your monthly remuneration would be Rs.15,000/- per month (INR Fifteen Thousand Only). Out of which basic is treated as 50% and project allowance is the balance 50%. The Statutory benefits like ESI, EPF is extended.

As mentioned you are requested to join on of before the given joining date, else the offer stands cancelled.

For RELIANCE BUILDERS

RELIANCE BUILDERS HYD.

Authorized Signatory

PROCEEDINGS OF REGIONAL DIRECTOR OF MUNICIPAL ADMINISTRATION & CHAIRMAN,REGIONAL LEVEL COMMITTEE RAJAMAHENDRAVARAM

Present : Sri / Smt G. NAGARAJU

Roc.No. 571/2019/A2/DSC-2019/ Dated: 12/11 /2019

-:o:-

Sub : Estt-Ward Secretaries - Appointment of **GOTRU SUKUMAR** as **Ward Planning & Regulation 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. 05/2019, DATED: 26.07.2019**
4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.
5. Minutes of the District Level Committee 4202/2019/PS ,Dt. 08/11 **/2019**
6. Minutes of the Regional Level Committee 18/2019 ,Dt. 12/11 **/2019**

-: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 **GOTRU SUKUMAR** S/o,D/0,W/o **GOTRU PRAKASAM** (HT No:**190611000019**) is hereby provisionally appointed as **Ward Planning & Regulation 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.

Shirley 2/12/2022

to me

Dear Anil Nimmagadda ,

In reference to the discussions had with you, we are pleased to inform that you have been selected for the position of " **BIM Modeler**" and we are hoping to see you on board at eLogic Solutions. Please confirm your acceptance for this position at the earliest and the date of joining at the earliest.

Your Cost To Company (CTC) will be **Rs.4,20,000**/- per annum. Your salary details are strictly private and confidential, and details in this letter must not be disclosed or discussed with others. The appointment letter will be handed over to you in the first week of your joining.

Please ensure to carry the below documents both originals and photocopies on your date of joining,. Original documents are mandatory needed at the time of joining and will be returned immediately upon verification.

1. Educational Qualifications (Provisional or final certificates of all qualifications obtained from SSC to date).
2. Salary particulars of previous employment .
3. Relieving Letter / Experience Letter from all your previous employers (including the organization, you're joining us from).
4. Photographs – 3
5. PAN Card copy
6. Residential Proof - Aadhar Card

Please make yourself available at the below address.

eLogic Solutions
May Flower Building, Plot no. 72,
P and T Colony Opp to Secunderabad Club 2nd gate,
Adjacent lane controller of defence accounts office,
Karkhana, Hyderabad, Telangana, India 500009
Telephone: 91-40-40218099

Your SPOC will be front office executive.

PROCEEDINGS OF THE ASSISTANT DIRECTOR, DISTRICT SURVEY & LAND RECORDS, KRISHNA, MACHILIPATNAM.
Present: Sri K.Surya Rao, B.A.,

Progs. No.A4/459/2020 Dated: 08.10.2021.

Sub:-Recruitment of posts to **Village Secretariats-DSC-2020** - 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.Ser.IV(1)216/2019, dated 09.01.2020
3) Memo No.53/CPR & RD/S/2020, dated 28.10.2020.
4) Merit list of the Candidates appeared for Examination supplied by the Commissioner of Panchayat Raj & RD, Tadepalli.
5) Lr.No.53/CPRRD/S/2020, dated 02.11.2020 of the Commissioner of PR & RD, Tadepalli.
6) Lr.No.53/CPRRD/S/2020, dated 12.11.2020 of the Commissioner of PR & RD, Tadepalli.
7) REVO5-20021/19/2019-GSEC-CSSL, dated 12.11.2020 of the Commissioner of Survey, Settlements & Land Records, Andhra Pradesh, Vijayawada
8) Proceedings No.A4/459/2020, dated 20.04.2021 and 12.05.2021 of the District Selection Committee & the District Collector, Krishna, Machilipatnam
9) Lr.No.SAAP/SR/GWS/SQ/Krishna/2021, dated 04.08.2021 of the Vice Chairman and Managing Director, Sports Authority of Andhra Pradesh, Vijayawada.
10) Orders of the Collector, Krishna, Machilipatnam, dated 27.09.2021
11) Proceedings Rc.A4/459/2020, dated 07.10.2021 of the Collector, Krishna.

*****

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 8th 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 **MENDU SUNIL (HT.No. 200605013621) 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 **Chatakai, Kaikaluru 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.

ELECTRONICS CORPORATION OF INDIA LIMITED

PAY SLIP

NAME	VANAMALA CHARAN DURGA SUD	PAY MONTH	AUG - 2021
CODE NO	446836 GENDER M	PAY CODE	1
DESG	TO (C)	LOC CODE	10
PAN	BWJPV8181R BANK CODE 008	DISB	04
BANK A / c No.	6380721785	DIV / SEC	29 / 00

BASIC RATE	23000
PP / SW RATE	0
FPD 31	NPD 0
HPD	0

EL / VL 0	SL 0		
CL 0	HPL 0		
PF.BAL.EMPLOYEE			10948
PF.BAL.EMPLOYER			10948
PF.UAN			101667144256

VEH.ADV.BAL	0
VEH.INT.BAL	0
SP.ADV.BAL	0
CCS LOAN BAL	0
PF LOAN BAL	0

TOTAL TAX	0
TAX DEDUCTED	0
TAX DUE	0
MONTHLY TAX	0

EARNINGS	
BASIC PAY	23000.00
TA	21823.00
GROSS PAY	44823.00

DEDUCTIONS	
CPF	2760.00
PROF-TAX (HO)	200.00
COVID-19 VACCINATION	400.00
TOTAL RECOVERY	3360.00

FOR EMPLOYEE INFORMATION ONLY

<< HIGHER PRODUCTIVITY MEANS MORE PROSPERITY >>

NET PAY	41463.00

16-226

PROCEEDINGS OF THE DISTRICT PANCHAYAT OFFICER,EAST GODAVARI, KAKINADA.
PRESENT: SRI S.V.NAGESWAR NAIK, B.Tech.,

e-file No.254394/2019-A3(76)

Dt.28-11-2019

Sub: Village Secretariats- DSC-2019-Recruitment to the post of Panchayat Secretary, Gr.VI (Digital Assistant) –Temporary appointment of Sri/Smt./Kum.MATTAPARTHI ABHAY, S/o D/o W/o. MATTAPARTHI MANIKANTA, H.T.No.190409008073, Provisionally appointed as Panchayat Secretary Gr.VI(Digital Assistant)- Posting Orders-Issued.

Ref: 1.Procgs.efile No.254394/2019/A3 dt.28.09.2019 of the Collector,. East Godavari & Chairman, DSC, East Godavari.

*****

ORDER:

Sri/Smt./Kum.MATTAPARTHI ABHAY, S/o D/o W/o.MATTAPARTHI MANIKANTA was provisionally selected as Panchayat Secretary Gr.VI(Digital Assistant)P by the Chairman, District Selection Committee and District Collector, East Godavari through the proceedings read above and directed the District Panchayat Officer, East Godavari therein to Issue place of posting to the above individual.

In view of the above, the individual shown in the table given below is hereby posted as Panchayat Secretary Gr.VI (Digital Assistant) in the Village Secretariat shown against his/her name.

Sl. No.	Name of the candidate	Hall Ticket No.	Name of the Mandal	Name of the Village Secretariat to which the individual is now posted
01	Sri/Smt./Kum. MATTAPARTHI ABHAY	190409008073	Ambajipeta	Thondavaram

The above individual is directed to report before the Head Quarter Panchayat Secretary of the concerned Village Secretariat and submit his/her report of joining immediately.

The Panchayat Secretary of respective Head Quarter Village Secretariat is directed to admit the individual as Panchayat Secretary Gr.VI (Digital Assistant)and report the date of joining of the individual to this Office forthwith.

The individual is informed that he shall abide all the terms and conditions stipulated in the proceedings 1st read above and he/she should furnish certificate of fitness to be obtained from the Doctor not below the rank of Civil Assistant Surgeon of a Govt. Hospital at the time of his joining.

28/11/19

District Panchayat Officer
East Godavari, Kakinada.

28/11/19

To
Sri/Smt./Kum.MATTAPARTHI ABHAY, S/o D/o W/o.MATTAPARTHI MANIKANTA, 3-54/2, BESIDE SB SCHOOL, K.MUNJAVARAM, 533214, EAST GODAVARI, RURAL, P.GANNAVARAM, K.MUNJAVARAM.
Copy to the Panchayat Secretary concerned.
Copy to the MPDO concerned.
Copy to the EO(PR&RD) concerned.
Copy to the Divisional Panchayat Officer concerned.
Copy to the Sub Treasury Officer concerned.
Copy to the Bank Managers concerned.
Copy submitted to the Collector & Chairman, DSC, East Godavari, Kakinada for favour of infn.
Copy submitted to the Commissioner, PR&RD, A.P., Tadepalli, Guntur District for kind infn.

15-231

170

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.4916/A2-SPKRI/2019 Dt.29.09.2019/DSC-2019/
Dated: /2019

-:o:-

ORDERS :

Sub : Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the **A.P. Mahila Police Special Service** - Appointment Orders - Selection to the post of **Mahila Police and Women & Child Welfare Assistant / Ward Women & Weaker Sections Protection Secretary (Female)** - Orders issued.

Read :
1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
2. Recruitment **NOTIFICATION NO. 01/Home/2019, DATED: 26-07-2019** for the Post of **Mahila Police and Women & Child Welfare Assistant / Ward Women & Weaker Sections Protection Secretary (Female)**
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 : **RC.NO 4202/19 P5 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 **NAGA DEEPTHI CHILLIMUNTHA** S/o,D/O,W/o **PANDU RANGA RAO CHILLIMUNTHA** (HT No:**190601095251**) is hereby provisionally appointed as **Mahila Police and Women & Child Welfare Assistant / Ward Women & Weaker Sections Protection Secretary (Female)** and directed to report at **District Police Office, Machilipatnam, Krishna District, 521001, PH No: 08672-252080 on /2019 at 10.00 A.M** upon accepting the following Terms and Conditions:-

1. You are hereby offered provisional appointment to **Mahila Police and Women & Child Welfare Assistant / Ward Women & Weaker Sections Protection Secretary (Female)** in the **DEPARTMENT OF HOME**

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15-231

PROCEEDINGS OF THE SUPERINTENDENT OF POLICE, KRISHNA DISTRICT, MACHILIPATNAM.

PRESENT : SRI M.RAVINDRANATH BABU, I.P.S.,

C.No.4916/A2/2019

Dated:15.11.2019.

Sub:- Krishna District, Machilipatnam - Recruitment for AP Grama/Ward Mahila Samrakshana Karyadarsi - Provisionally selected through District Selection Committee, Krishna - Allotted to concerned Panchayat Secretaries/ Municipal Commissioners, Krishna - Place of posting Orders - Issued - Reg.

Ref:-
1. G.O.Ms.No.110, PR & RD Dept., (MDL-1), dt.19.07.2019.
2. Recruitment Notification No.01/Home/2019, dt.26.07.2019 Department of Home, Andhra Pradesh, Mangalagiri, Guntur District.
3. Note Orders Dt.26.09.2019 of the District Collector and Magistrate, Krishna District.
4. Proceedings in Rc.No.4916/A2-SPKRI/2019, dt.13.11.2019 of the Chairman, District Selection Committee & District Collector, Krishna, Machilipatnam.
5. Option of the individual, dt.15.11.2019.

15 NOV 2019

-oOo-

ORDER:

The Chairman and District Collector, District Selection Committee in the proceedings 3rd cited has allotted Kum/Smt.**NAGA DEEPTHI CHILLIMUNTHA** who was provisionally selected and appointed as AP Grama/Ward Mahila Samrakshana Karyadarsi and allotted to the Superintendent of Police, Krishna District, Machilipatnam with a direction to issue place of postings.

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 successfully completion of probation you 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 01.10.2019, she is hereby posted as AP Grama/Ward Mahila Samrakshana Karyadarsi and allotted to **BHATLAPENUMARRU VILLAGE, MOVVA MANDAL** and she is directed to report before the Panchayat Secretary of Bhatlapenumarru village, Movva Mandal immediately. She is informed that she will act as AP Grama/Ward Mahila Samrakshana Karyadarsi.

The Panchayat Secretary is directed to admit the individual and intimate the date of joining of the individual to this office and Officers concerned immediately and directed to entrust the work as per the job chart prescribed for the post.

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

15/11/19

Superintendent of Police,
Krishna District.

15/11/19

To

Kum/Smt. **NAGA DEEPTHI CHILLIMUNTHA,** D.NO.2-29-1, Goud Palem, Lakshmipuram Rural Challapalli, Krishna District.

Copy to the Panchayat Secretary of Bhatlapenumarru village, Movva Mandal.

Copy to the Mandal Parishad Development Officer concerned.

Copy to the District Panchayat Officer, Krishna, Machilipatnam.

Copy to the STO/ATO concerned.

Copy submitted to the Collector and District Magistrate, Krishna District for favour of information.

Copy submitted to the Commissioner of Panchayat Raj & Rural Development, A.P., Tadepalli, Guntur.

Copy forwarded W/Cs to the Director General of Police, AP, Mangalagiri.

Scanned with CamScanner

15-207 (B)

saee

SAEE TRAFOLINE P LTD.
54-16-1/43, Veterinary colony,
Road No.1, VIJAYAWADA - 520 008.
Mob : +91 -90007 66166
Email: trafoline2013@gmail.com
URL : www.saee.in
GSTIN : 37AAMCS9515R1ZA

Date: 10-09-2021

Saee/HR/APPT/2020-21

NAME: P.DURGA JAGADISH.

S/O: Shri P.Bhaskara Rao

ADDRESS: D.No.1-34, Main Road chityala,

Gopalpuram Mandal, West Godavari-534341

Dear Sir,

With reference to your application and subsequent personal discussions you had with us, we are pleased to offer the post of **ENGINEER**, on the following terms and conditions:

You will be on the job training for a period of 6months from the date of your joining the company. Your continuation with the organization beyond this period shall depend on your performance during the training and availability of vacancies.

1. SALARY:

During the training period, you will be paid a consolidated monthly stipend of Rs.14000/-(Rupees Fourteen thousand only) .You will not be entitled for any other allowances during the training period.

2. NOTICE PERIOD:

a. The Management may, at its sole discretion, terminate your services at any time during the training period or extend period of training without any notice and without assigning any reason.

b. In the event of leaving the employment at any time you shall be obliged to notify the management by giving prior 30 days notice. In case you leave, abandon or resign the services without intimation management is liable to claim and recover the amount of 30 days salary.

IT-221 ~~IT-220~~ (9)

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Fwd: ICT Academy - CSS Corp Placement Drive - 2019 Passed out Engg Graduates - CSE/ISE/ECE

Gutta Prasad <gutta.prasad1@gmail.com> Wed, May 22, 2019 at 5:08 PM
To: placementofficer@gecgudlavalleru.ac.in

--------- Forwarded message ---------
From: **Ramkumar** <ramkumar@ictacademy.in>
Date: Tue, May 21, 2019 at 10:44 AM
Subject: ICT Academy - CSS Corp Placement Drive Result Reg
To: gutta.prasad1@gmail.com <gutta.prasad1@gmail.com>

Respected Sir/Madam,

Greetings from ICT Academy..!!!

ICT Academy in association with CSS Corp is conducted exclusive placement drive for 2019 Passed out Engineering Graduates (B.E / B.Tech (CSE/ISE/ECE) for the position of "Network Engineer". Please find below the list of students got selected from your college.

S.No.	Name of the student	Branch	Contact No.	Email Id.
1	B SREE HARSHA VARDHAN IT-221	EEE	9182805889	sreeharshavardhan25@gmail.com
2	PANDALANENI RATNA SRI	EEE	9849787313	ratnasreepandalaneni@gmail.com

Kindly circulate to your students and ensure your students respond in time to the communication from CSS Corp.

Job role and details have been attached along the mail for your referance.

For any clarifications contact in the undersigned.
Ramkumar.B
State Head- Andhra Pradesh,

ICT ACADEMY| An Initiative of Government of India, State Govt and Industry,
Registered Office - B – 308 & 309, Som Datt Chamber – 1,

Bhikaji Cama Place, New Delhi – 110066|

|Mobile: 9701323699 | www.ictacademy.in|
www.ap.ictacademy.in

4 attachments

CSS Corp recruitment.jpg
350K

CSS.jpg
333K

CSS CORP.jpg
285K

CSS Corp AP.jpg
213K

(10)

Gmail

Ganesh Chinnam <ganeshchinnam1@gmail.com>

16485 AO 215

Offer Letter: Young Engineer: Chinnam ganesh

2 messages

recruitment_lwbs <recruitment_lwbs@landwindia.com> 16 April 2019 at 11:42
To: ganeshchinnam1@gmail.com
Cc: saravanakumar LWBS <saravanakumar_lwbs@landwindia.com>

Ref No : LWBS/HR/YE-2019/OL:5

Date : 16-04-19

Name : Chinnam ganesh

Email : ganeshchinnam1@gmail.com

Mobile : 9652059508

Dear Mr. Chinnam ganesh,

SUB: OFFER LETTER

Reference is made your employment application and interview with us; we are pleased to confirm your employment with us as **"Young Engineer"** with our organization **L&W Building Solutions Pvt Ltd** for the period two years as per the details given below:

Remuneration of Training period	*1st Year* Salary :	Rs.10, 000/- (TEN THOUSAND ONLY) per month Company accommodation or Rs.3,000/-
	2nd Year Salary :	Rs.12, 000/- (TWELVE THOUSAND ONLY) per month Company accommodation or Rs.3,000/-
Remuneration of two years employment	After the successful completion of two years training, the remuneration will be fixed at Rs.30, 000/- for two years. After the completion of two years training and successful completion of one year employment, Company gives Rs. 1,00,000/- (Rupees One Lakh only) as loyalty bonus.	

On joining induction training you should submit the following documents with original for verification

- All Educational (Std 10 and 12), TC and Professional Certificates.
- Six passport size photographs
- ID proof and present address proof (Aadhar Card (Must)/Voter Card/ Passport Copy/Ration Card/Driving License)
- Cancelled Cheque leaf/Bank account proof
- Medical certificate

Thanks & Regards,

L&W BUILDING SOLUTIONS PVT. LTD

Manoj B | Executive - Human Resources

#86, 2nd & 3rd Floor,Radhakrishna Grand, 27th Main, Sector-1,HSR Layout,Bengaluru – 560 102

Tel: 080-42100912 | Mob: +91-7904473394

Email: recruitment_lwbs@landwindia.com | Website: www.landwindia.com,

---

I acknowledge and accept the above offer Letter

The above offer is valid subject to the candidate acceptance within two days of the date of issue and joining the duty as prescribed above. Young Engineer and the parent need to sign on relevant documents as specified.

Enclosures:

0. General Terms & Conditions of Induction Program
1. Young Engineer Undertaking Letter
2. Undertaking by Surety

Note:

1. And you will be placed in the verticals ie Interior Fit out or Landscape or Home Building (Civil & Structures) and will be placed in the departments: Execution or QS or QA&QC or Design or Planning and others.

2. And you will be placed anywhere in India based on the project requirements-short assignment/long term assignment.

3. And you will be transferred to any of the entities of L&W, based on the requirement

4. Your Date of joining is tentatively in July/Aug 2019 & your reporting place will be communicated at least 2 weeks before your DOJ.

5. This Offer of Employment is subject to receipt of satisfactory references and verification.

6. Your training fee amount recovery is Rs.50,000 ie if you leave the organization within 5 yrs of service.

Thanks & Regards,

L&W

L&W BUILDING SOLUTIONS PVT. LTD

Manoj B | Executive - Human Resources

#86, 2nd & 3rd Floor,Radhakrishna Grand, 27th Main, Sector-1,HSR Layout,Bengaluru – 560 102

Tel: 080-42100912 | Mob: +91-7904473394

Email: recruitment_lwbs@landwindia.com | Website: www.landwindia.com,

---

Ganesh Chinnam <ganeshchinnam1@gmail.com> 17 April 2019 at 18:04
To: recruitment_lwbs <recruitment_lwbs@landwindia.com>
Cc: saravanakumar LWBS <saravanakumar_lwbs@landwindia.com>

I accept the offer.
[Quoted text hidden]

- All Educational (Std 10 and 12), TC and Professional Certificates.
- Six passport size photographs
- ID proof and present address proof (Aadhar Card (Must)/Voter Card/ Passport Copy/Ration Card/Driving License)
- Cancelled Cheque leaf/Bank account proof
- Medical certificate

Thanks & Regards,

L&W

L&W BUILDING SOLUTIONS PVT. LTD

Manoj B | Executive - Human Resources

#86, 2nd & 3rd Floor,Radhakrishna Grand, 27th Main, Sector-1,HSR Layout,Bengaluru – 560 102

Tel: 080-42100912 | Mob: +91-7904473394

Email: recruitment_lwbs@landwindia.com | Website: www.landwindia.com,

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1. Young Engineer Undertaking Letter
2. Undertaking by Surety

Note:

1. And you will be placed in the verticals ie Interior Fit out or Landscape or Home Building (Civil & Structures) and will be placed in the departments: Execution or QS or QA&QC or Design or Planning and others.

2. And you will be placed anywhere in India based on the project requirements-short assignment/long term assignment.

3. And you will be transferred to any of the entities of L&W, based on the requirement

Gmail

Kotapati Raja <kotapatiraja00@gmail.com>

Offer Letter: Young Engineer: Kotapati Raja

2 messages

recruitment_lwbs <recruitment_lwbs@landwindia.com> 16 April 2019 at 11:41
To: kotapatiraja00@gmail.com
Cc: saravanakumar LWBS <saravanakumar_lwbs@landwindia.com>

16485A0251

Ref No : LWBS/HR/YE-2019/OL:4

Date : 16-04-19

Name : Kotapati Raja

Email : kotapatiraja00@gmail.com

Mobile : 9393490276

Dear Mr. Kotapati Raja,

SUB: OFFER LETTER

Reference is made your employment application and interview with us; we are pleased to confirm your employment with us as **"Young Engineer"** with our organization **L&W Building Solutions Pvt Ltd** for the period two years as per the details given below:

Remuneration of Training period	*1st Year* Salary :	Rs.10, 000/- (TEN THOUSAND ONLY) per month Company accommodation or Rs.3,000/-
	2nd Year Salary :	Rs.12, 000/- (TWELVE THOUSAND ONLY) per month Company accommodation or Rs.3,000/-
Remuneration of two years employment	After the successful completion of two years training, the remuneration will be fixed at Rs.30, 000/- for two years. After the completion of two years training and successful completion of one year employment, Company gives Rs. 1,00,000/- (Rupees One Lakh only) as loyalty bonus.	

On joining induction training you should submit the following documents with original for verification

4. **Your Date of joining is tentatively in July/Aug 2019 & your reporting place will be communicated at least 2 weeks before your DOJ.**

5. This Offer of Employment is subject to receipt of satisfactory references and verification.

6. Your training fee amount recovery is Rs.50,000 ie if you leave the organization within 5 yrs of service.

Thanks & Regards,

L&W BUILDING SOLUTIONS PVT. LTD

Manoj B | Executive - Human Resources

#86, 2nd & 3rd Floor,Radhakrishna Grand, 27th Main, Sector-1,HSR Layout,Bengaluru – 560 102

Tel: 080-42100912 | Mob: +91-7904473394

Email: recruitment_lwbs@landwindia.com | Website: www.landwindia.com,

---

Kotapati Raja <kotapatiraja00@gmail.com> 17 April 2019 at 14:40
To: recruitment_lwbs <recruitment_lwbs@landwindia.com>
Cc: saravanakumar LWBS <saravanakumar_lwbs@landwindia.com>

I accept the offer.
[Quoted text hidden]

2 attachments

image001.jpg
3K

image001.jpg
3K

(12) 16-5-211

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. BARNIKANA KUMAR
S/o. ARUJANA RAO
6-1 MOOLAPETA ANAKAPALLI,
VISHAKAPATNAM, A.P.

Dear Mr BARNIKANA KUMAR

With reference to your application and the subsequent interview you had with us, you have been appointed as **"Graduate Trainee Engineer – GET (Electrical)"** on Project Specific Fixed Term 12 months, effective from **11th July, 2019**. Your job location/place of work will be at our **"Karnataka Region"**.

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e.., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

7. During the period of your engagement, your services are liable to be terminated by giving one month's notice on either side. In case, if you found in any guilty or grave of misconduct such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed,without any notice or payment in lieu thereof.

8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material facts, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct & educational certificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

B. Kumar.

Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC059432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bangaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

(13)

IT-263

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Dear Mr K Melvin Bal Raj,

With reference to your application and the subsequent interview you had with us, you have been appointed as **"Graduate Trainee Engineer – GET (Civil)"**on Project Specific Fixed Term 12 months, effective from **11th July, 2019.** Your job location/place of work will be at our **"Karnataka Region"**.

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

15-271

(14)

KMV Projects Ltd

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Dear Mr K Rajasekhara Reddy,

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Civil)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. Remuneration & Other Benefits:
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
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Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

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ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2.

Corporate Office (Regd): 3-348-343
Level 4, Sohman Plaza, Beside Imare Hospital, Ameerpet, Hyderabad - 500073

Regional Office: 7 East Park Road, Kumara Park (E), Bengaluru - 560 020

T: +91 40 301 / 1111
F: +91 40 2373 5098
Email: projects@kmvgroup.com
www.kmvprojects.com

(15) 15-275

KMV Projects Ltd.

10th June, 2019

Ref: KMV/HRD/PS/2019-20/JUNE/

Mr. KOPURI KIRAN KUMAR
S/o. KOPURI ADITYA
2-176A KOPURI ADAM EAST HARIJANA WADA
CHITTAPUR VILLAGE CHATRAI KRISHNA A.P

Dear Mr K. KIRAN KUMAR

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Electrical)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
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Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

. addition to your Gross Salary

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Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e.., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

7. During the period of your engagement, your services are liable to be terminated by giving one month's notice on either side. In case, if you found in any guilty or grave of misconduct such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed,without any notice or payment in lieu thereof.

8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material facts, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct & educational certificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

K. Kiran Kumar

Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U15400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

(16) 15-278

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. KUKKALA SAI BHARATH
S/o. HARI KRISHNA
1-108 AUURUPDUI, MOVVA, KRISHNA DIST.

Dear Mr K. SAI BHARATH

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Electrical)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. Remuneration & Other Benefits:
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

7. During the period of your engagement, your services are liable to be terminated by giving one month's notice on either side. In case, if you found in any guilty or grave of misconduct such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed,without any notice or payment in lieu thereof.

8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material facts, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct &educationalcertificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

K. Sai Bharath.
Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45200TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

(17) 15-203

KMV Projects Ltd.

10th June, 2019

Ref: KMV/HRD/PS/2019-20/JUNE/

Mr. PATNANA ESWARARAO
S/o. GANGA RAO
30-12-153/1 SRI RAMA NAGAR COLONY
SALUR, KRISHNA DISTRICT.

Dear Mr PATNANA ESWARARAO

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Electrical)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

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F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e.., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

7. During the period of your engagement, your services are liable to be terminated by giving one month's notice on either side. In case, if you found in any guilty or grave of misconduct such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed,without any notice or payment in lieu thereof.

8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material facts, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct & educational certificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

P. Bhavani Rao.

Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053422

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

(18) 16-5-204

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. MOHAMMED SHABAZ
S/o. MD.KHAZA
5-10-3 MOHAMMED KHAJA, NURRUDINPETA
MACHILIPATNAM, KRISHNA DIST.

Dear Mr MOHAMMED SHABAZ

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Electrical)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
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3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2.

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e.., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

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8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material facts, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct & educational certificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

Md Shabaz.

Signature of the Candidate

Corporate Office (Regd): 6-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
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Email: projects@kmvgroup.com
www.kmvprojects.com

16-5-207

(19)

KMV Projects Ltd

Ref: KMV/HRD/PS/2019-20/JUNE/01

10th June, 2019

Dear Mr V Sukumar

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer - GET (Civil)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. Remuneration & Other Benefits:
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/849 Level 4, Saltbate Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073

Regional Office: #302, 3rd Floor 7 East Park Road, Kumara Park (E) Bengaluru - 560 020

T +91 40 3017 1111
F +91 40 2373 5294
Email: projects@kmvgroup.com
www.kmvprojects.com

(20) 16-5-217

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. MORLA GNANESWAR
S/o. RADHA KRISHNA
1-26 MOPIDEVI LANKA, MOPIDEVI
KRISHNA DIST., A.P.

Dear Mr MORLA GNANESWAR

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Electrical)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
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4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
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EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

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10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct & educational certificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

M. Gunasekhar.

Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC055492

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

(21) 16-5-229

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/ 10th June, 2019

Mr. BOYINA SIVA KRISHNA
S/o. BOYINA SRINU
1-50 CHAVALIPADU MANDAVALLI, KRISHNA, A.P.

Dear Mr BOYINA SIVA KRISHNA

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Electrical)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

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4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

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   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

7. During the period of your engagement, your services are liable to be terminated by giving one month's notice on either side. In case, if you found in any guilty or grave of misconduct such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed,without any notice or payment in lieu thereof.

8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material facts, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct &educationalcertificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

B. Siva Krishna

Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

(22) 16-5-236

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. BURAGAPU HARSHAVARDHAN
S/o. KOTESWARA RAO
3-4-129(2) VENKATA KRISHNAM PETA ICHAPURAM SRIKAKULAM

Dear Mr B. HARSHAVARDHAN

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Electrical)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e.., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

7. During the period of your engagement, your services are liable to be terminated by giving one month's notice on either side. In case, if you found in any guilty or grave of misconduct such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed,without any notice or payment in lieu thereof.

8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material facts, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct & educational certificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

B. Harsharadhan

Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

15-230

(23)

CADSYS

CADSYS (INDIA) LTD
Regd. Office: 3-5-900/1, 4th Floor,
Aparajitha Arcade, Himayath Nagar,
Hyderabad - 500 029.
Phone: 040-23226796
URL: www.cadsystech.com
CIN No. L72200TG1992PLC014558

Dated: 07th May, 2019

Ref: HR/CSY/OPS/GA/2019/05/07/001

Provisional Offer Letter

Dear Mr Ch Subramanyam,

With reference to the interview you had with us, we are pleased to offer you the Apprenticeship for a period of one year as **Graduate Apprentice** in our organization.

You are requested to report on **03-June-2019 at 9:30 AM** at the address given above, failing which this offer will be treated as invalid.

You will be paid a fixed stipend of **Rs.10,000/-** (Rupees Ten thousand only).

Apart from that you will be paid performance incentives based on your individual progress during the training period according to company norms.

Upon your joining, you will be issued an apprenticeship appointment offer providing detailed terms and conditions.

Your current place of work is at **Hyderabad.**

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

Looking forward to having you soon on board.

Yours truly,

For Cadsys (India) Limited

(Bapanna Sastry M V S S)
Deputy Manager - HR

Cadsys (India) Limited Himayath Nagar Hyderabad

I accept the terms of this letter

.....
Signature

15 591300 FS 591799

15-2D3

(24)

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logist
- Media

Date: 20-Sep-2019

Interim Offer Letter

Dear **Pulidindi Anusha,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

15-2E0

(25)

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logist.
- Media

Date: 20-Sep-2019

Interim Offer Letter

Dear **JITENDER KUMAR S,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational Institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services
For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

(26)

15-232

VEE TECHNOLOGIES
Extraordinary Outcomes

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistic
- Media

Date: 20-Sep-2019

Interim Offer Letter

Dear **Sangeetha Chintala,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services
For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

16-203

(27)

INDIAN INSTITUTE OF TECHNOLOGY HYDERABAD
Kandi,Sangareddy –502 284, Telangana, INDIA

No. IITH/02/R&D/PRJT/2021
Date: 26-07-2021

OFFICE ORDER

The following individual has been appointed on adhoc basis in the IIT Hyderabad on the terms and conditions laid down in the offer of appointment No. IITH/02/R&D/PRJT/2021 dated 28.06.2021 as per details shown below:

Name	Ms.Bala Chaitanya
Designation	Project associate
EMP No.	P1664
Name of the Project	"5G+/6G Converged Terrestrial and Satellite LoT(5G+/6G-slot)"
Project No.	MEITY/EE/F091/2020-21/G347
Duration	01-07-2021 TO 30-09-2021
Department Head	PI – Prof Kiran Kumar Kuchi
Consolidated pay p.m (Rs.)	30,000/-

26/07/21

(M.Eswar Reddy)
Assistant Registrar (R&D)

Distribution:
1. Ms.Bala Chaitanya,Project Associate.
2. Dept. Concerned
3. Appointments File (F.02)
4. Personal file
5. AIMS
6. R&D Office

16-203

INDIAN INSTITUTE OF TECHNOLOGY HYDERABAD
Kandi, Sangareddy- 502 285, Telangana, INDIA

No. IITH/02/R&D. PRJT/2021
Date: 28.06.2021

To,
Ms.P Bala Chaitanya
Phone: 7337234751
Email:balachaitanya203@gmail.com

Subject: Ad hoc appointment as **Project Associate** at IIT Hyderabad.

Sir/Madam,

With reference to your application, IIT Hyderabad is pleased to offer you the position of **Project Associate** on ad hoc basis on the terms and conditions mentioned in the Annexure to this letter.

You will be posted in the under mentioned Project:

1. Project Name: "5G+/6G Converged Terrestrial and Satellite LoT(5G+/6G-slot)"
2. Project No.MEITY/EE/F091/2020-21/G347
3. Sanction No: 13(36)2020-CC&BT dated 02-03-2021
4. PI: Prof Kiran Kumar Kuchi

This engagement is for a period commencing from 01-07-2021 to 30-09-2021 and you will be paid at a consolidated remuneration of Rs. 30,000/-per month.

If this offer is acceptable to you, you are required to join within 10 days from the date of receipt of this offer letter.

Dean (R&D)
IIT Hyderabad

Enclosure: Annexure on Terms and Conditions

10:29 (28) 15-248

Offer from Collins Aerospace

Inbox

Vignesh Ramasamy 10/8/2020
to me

Dear **Sai Ramya**

CONGRATULATIONS!!!

We are pleased to offer you a position at Collins Aerospace, Hyderabad. Please check the details below & confirm with us on your acceptance.

NAME	**Sai Ramya Ghali**
LEVEL	**P1A**
Position Title	**Graduate Trainee Engineer-Software**

	COMPENSATION & BENEFITS - DETAILS		**RUPEES PER ANNUM**	
A	**Basic (Base) Salary**			**180000**
B	**Flexible Benefits Plan**			**239742**
C	**Statutory Benefits**			**30258**
	Provident Fund (PF) - **Employer Contribution**		21600	
	Gratuity		8658	
D	**Cost To Company (CTC)**	**A+B+C**		**450000**

(29)

15-203

STRICTLY PERSONAL

Name: A.L. Sravani

Date : 19.02.19

Sub: Letter of Intent

Dear 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 Hay/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 12200 /- **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:

39

15481A0205

STRICTLY PERSONAL

Name: A Jagan Mohan Rao

Date : 19.02.19

Sub: Letter of Intent

Dear Jagan Mohan Rao

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on Hyderabad 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 12200/- **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: A. Jagan mohan Rao

Signature:

Date: 26/02/19

Received Original Copy

(31) 15481A0208 (32)

STRICTLY PERSONAL

Name: A Sarath

Date : 19.02.19

Sub: Letter of Intent

Dear A Sarath

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May / 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 12200/- **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: A. Sarath

Signature: A Sarath

Date: 26/02/19

Received Original Copy

15-259

wipro

APPOINTMENT LETTER

28 Aug, 2020

Dear **Kagitha Surendra Babu,**

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

1. **Appointment Details:**

   a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

   b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended. c. The retirement age is 58 years.

   d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

   f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

   g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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

9243055

33 15-2B6

Gmail

Venkata Brahmanandam <brahmigec@gmail.com>

Fwd: Letter of Intent - Sravani Paladugu - Ref. No.: 8260060

1 message

PV Subba Rao <pvsubbarao1969@gmail.com> Mon, Apr 8, 2019 at 1:19 PM
To: brahmigec@gmail.com

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Sat, Apr 6, 2019, 11:39
Subject: Letter of Intent - Sravani Paladugu - Ref. No.: 8260060
To: <pvsubbarao1969@gmail.com>

Campus - Letter Of Intent

06-Apr-2019

Dear Sravani Paladugu,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

(34)

15481A02C0

STRICTLY PERSONAL

Name: P. Ratnasri

Date : 19-02-19

Sub: Letter of Intent

Dear Ratnasri

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May [illegible] 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 12200/- **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: Pandalaneni. Ratnasri

Signature:

Date: 27/02/19

Recieved original copy

15-2E5

35

STRICTLY PERSONAL

Name: S. SreeValli

Date :

Sub: Letter of Intent

Dear SreeValli

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 9 May / 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 12200 /- **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)

GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN,DSC
KRISHNA DISTRICT

63 Lr.No.DSC/106/1/190601084309. Date:03/11/2019

CALL LETTER TO ATTAEND CERTIFICATE VERIFICATION TO THE POST OF PANCHAYAT SECRETARY (GRADE-V)

(DSC NOTIFICATION No NOTIFICATION NO. 01/2019, DATED:26-07-2019)

It is to inform that you are provisionally called for Certificate Verification to the Post of PANCHAYAT SECRETARY (GRADE-V) vide NOTIFICATION NO. 01/2019, DATED:26-07-2019 of DSC in PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT (General Recruitment) in KRISHNA district.

Sri/Smt/Kum GOLUKONDA HARIKA, bearing HT No. 190601084309 is hereby informed to upload all required certificates to the Grama-sachivalayam website, before attending the certificate verification in person.In case of any difficulty in uploading the certificates into website, you may upload all the certificates soon after physical verification by the concerned authorities is completed. You are requested to attend the Certificate Verification by 3:00 PM on 03/11/2019 in the Office of O/o MANDAL PARISHAD DEVELOPMENT OFFICE, VIJAYAWADA, NEAR CHALLAPALI BANGLOW, ELURU ROAD VIJAYADA,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

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To,
Mr. Sivakoti Praveen
S/o Lakshmana Rao
HNO : 1/396-4-A,
City/Village : Chintaguntapalem,
Mandal : Machilipatnam,
District : KRISHNA-521001.

Date:18.09.2019.

Sub : Letter for Training

We extend to you our warmest welcome to our family of Divi's Laboratories Limited.

With reference to your application and discussions had with you , we are pleased to offer you a one-year training in Maintenance Department, at Unit-2, situated at Chippada Village, Bhemmunipatnam Mandal, Visakhapatnam District on the following terms and conditions.

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.16000/- per month during your training period.
2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.
3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.
4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.
5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.
6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.
7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.
8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.

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H-248

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16-220

MEERA TECH SOLUTION

MEERA TECH SOLUTIONS
127/126, SRI RAGHAVENDRA NAGAR COLONY, UPPAL HYDERABAD-500039
TELANGANA
e-Mail : meeratechsolutions@gmail.com

PAY SLIP For the Month of Dec/2019 (From 01/12/2019 To 31/12/2019)

Employee Name	: CHAITANYA DONDAPATI	Code	: 0091
Father's Name	: NAGARAJU D	DOJ	: 26/08/2019
Bank A/c No.	: 563710110010609	ESI A/c No	: 5215882627
Designation	: Archiving Specilist	Bank Name	: BANK OF INDIA
Pay Mode	: TRANSFER	Gender	: MALE
Work Location	: Rimini Street India Operations Private Limited, Hitech City,Hyd	DOB	: 12/08/1998
E-Mail	: chaitanyadondapati154@gmail.com	UAN	: 101496708672
Month Days	: 31	Total Paid Days	: 31
Weekly-Off	: 5 (SUN)	Paid Holidays	: 5
Working Days	: 26	LWP	: 0
Present Days	: 31	Worked Days	: 26

Earnings	Amount Rs.	Deductions	Amount Rs.
BASIC	10,721.00	PF	1,773.00
HRA	4,595.00	ESI	146.00
CONVEYANCE	4,050.00	PROFESSIONAL TAX	150.00
Total Earnings	**19,366.00**	**Total Deductions**	**2,069.00**

Net Pay : Rs. 17,297.00
In Words : Rs. Seventeen Thousand Two Hundred Ninety Seven Only

Employer's Contribution (CTC)		
GROSS EARNING		19,366.00
EMPLOYER'S PROVIDENT FUND	1,230.00	1,773.00
- - -> PENSION FUND	543.00	
- - -> EPF DIFFERENCE		630.00
EMPLOYER'S STATE INSURANCE	**Total :**	**21,769.00**

Total CTC : Rs. 21,769.00
In Words : Rs. Twenty One Thousand Seven Hundred Sixty Nine Only

Miscellaneous Information	
BASIC FIXED	9800
HRA FIXED	4200
ACTUAL HRS	234
PR HRS	256

This is Computer Generated Sheet, does not require Signature.

Authorised Signatory

16-227

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SMAC
TECH LABS

Welcome Letter

Date: 09-03-2020
To **Nayudu Vamsi**

Dear Vamsi,

We welcome you to SMAC Technology Labs Pvt Ltd.!

This is with reference to the discussion with you about your employment with us. You will be placed at companies Office at Guntur, India. You need to confirm with us your start date by 09th of March, 2020. On your joining date, you will be provided with the offer Letter and all related documents. Please bring the following mandatory documents on your first day of Joining.

You will need to produce **Documents in 2 Sets**

Table with columns

Sr.No	Checklist of Mandatory Documents (2 Copies)
1	2 Photographs (Hard Copies, Passport Size, Recent Photographs)
2	Education Certificates (10th Standard, Intermediate & B.Tech or Any Academic)
3	Aadhar Card, PAN & Passport Front & Back side pages (Original & Photostat)
4	Current Address Proof
5	Previous / Exiting Company Offer Letters, Experience Letters, Re-leaving Letters & Pay Slips

"Coming together is a Beginning, Staying together is Progress, and working together is Success" -**Henry Ford**

15-277

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(44)

Hello Satya,

This email is in reference to your application & subsequent discussion for employment with us. We are pleased to make you an offer with a package of RS 20,000 CTC per Month for the position of US IT Recruiter in our Company and Below is your Salary Annexure.

Please confirm your acceptance through an email response. Upon acceptance please do share Aadhar, Pan, Previous Payslips with the subsequent bank statement to generate an offer letter.

We look forward to working with you.

Salary Annexure

240000	CTC		
Fixed Allowance	**Type**	**Monthly**	**Yearly**
Basic Salary	Fully Taxable	8000	96000
House Rent Allowance	Tax-Exempt	4000	48000
Conveyance Allowance	Tax-Exempt	1600	19200
Medical Allowance	Tax-Exempt	1250	15000
Other Allowance	Fully Taxable	2230	26,760
PF employer contribution	Employer contribution	960	11,520
PF employee contribution	Employee contribution	960	11,520
ESIC employer contribution	Employer rate 3.25%	650.00	7,800
ESIC employee contribution	Employee rate 0.75%	150.00	1,800
Professional Tax		150	2400
Total CTC		**20000**	**240000**
NET PAY		17080	204960

DELHIVERY

KP

Kota Sai Ratna Prathap Kumar

Intern

Cosmos Operations

INT001087

kotasr.pk@delhivery.com

- Profile
- Compensation
- Benefits
- Leave
- Attendance
- Performance

Employee ID INT001087	Email ID kotasr.pk@delhivery.com	Department Cosmos Operations
Current Office Location Anantapur_RamchndraNgr_D (Andhra Pradesh),Anantapur, Andhra Pradesh, India, (Field)	Current Country N.A	Office mobile number 7702081933
Location Code INAPAA0X-AA	HOD Suresh Kumili (SSN016134)	Grade Intern
Date of Confirmation 09-Jun-2021	Company Delhivery Intern Staff	Employee Type Intern
HRBP Role KAPPA MOHITHA (SSN029815)	Experience in company N.A	Manager Mohammad Fayaz Ahmed (SSN021612)

Biographical

15481A0255

ZEN Q

Offer Intent

Gudlavallery
26-oct-2018

Dear Grace Havilah Inti

Sub: **Offer of Employment**

Congratulations! Pursuant to our discussions, we are delighted to extend you Offer of Intent with

Zen Quality Assurance Private Limited ("Company").

You will be designated as **Test Engineer** and your gross annual salary will be **Rs.2,80,000.** Your employment with the Company will commence tentatively from **July 01, 2019 at Hyderabad.** However, the exact Date of Joining will be informed to you.

This offer is subject to the following terms and conditions:

1. **Education**
   Your appointment is contingent upon successful completion of your Highest Qualification scoring 70% and above throughout the academic with no backlogs.
2. **Employment Agreement**
   1.1 You agree to work for the Company for at least Thirty (30) months from the date of your employment with us.
3. **Others**
   1.1 You need to adhere to the Company's policies, benefits and guidelines which are subject to change from time to time.
   1.2 Change in your marital status/residential address etc., should be communicated to the HR Team to enable us to keep your records up to date and also for any future communications.

We thank you for your interest in Zen Quality Assurance Pvt. Ltd. and look forward to a mutually beneficial association.

Murali Bollu

Murali Bollu
CEO

ZEN QUALITY ASSURANCE PVT. LTD. * HYDERABAD *

15-223

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BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:05-Oct-2021

Subbarao Borra
C10212179

6-40, Kummaripalem, Koduru, Krishna, Andhra pradesh, 521328.

9515431657

Dear **Subbarao Borra,**

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.

(48)

15-202

ASCRIT
PRIVATE LIMITED

Letter of Appointment

Date: 07-Oct-2021

Dear Abdul Mannan,

#6-77-4,4th ward, Pathapeta, Pedana, Krishna, Andhra Pradesh, India-521366. (Residential address)

Phone No: 9949719714.

Appointed as Safety Assurance Engineer.

We refer to your recent interview for the above position and are pleased to inform that we were offered you the position of Safety Assurance Engineer and as permanent employee with our company effective from 01-Oct-2021 under the following terms and conditions:

- Monthly Salary: ₹20000 (Twenty Thousand Rupees only)
- Agreement period: 18 months (from the effective date)
- Working Hours: 9.00am to 6.30pm.
- Employment bond agreement as detailed in the Employment Agreement.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company.

We congratulate you on your employment and assure you to get our full support for your professional growth and development.

With regards,

Md. Abdul Azeem

Managing Director

Md. Atharvul Rahaman

Director

I accept the aforesaid terms & conditions and this offer of employment. I shall keep the contents of this document confidential.

Joined on 01-oct-2021

Name: ABDUL MANNAN

Signature:

Date: 07-10-2021

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15-2A8

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:06-Oct-2021

Anjireddy Nakka
C10216887

1-132, Chatragaddapadu, Vinukonda, Guntur

9133430029

Dear **Anjireddy Nakka,**

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: 95ba5eb0-8256-4f4c-a306-462645334ec6_1
Signed By: Mahesh Vasudeo Zurale

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15481A0206

3

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	**A N Venkata Radha Bhavani**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**BENGALURU**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@30% OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)	33,968
BONUS / STATUTORY BONUS	24,000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
FLEXIBLE COMPONENTS OF TFP	92,394
TOTAL FIXED PAY..... (A)	**226,449**
TOTAL VARIABLE PAY (TVP)..... (B)	25,161
ADDITIONAL BENEFITS..... (C)	**8,390**
GRATUITY	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**260,000**

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):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	12, 000

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

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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

Tech Mahindra

ANNEXURE A (Contd...)

3. **Additional Benefits:** Associates shall be eligible for below mentioned benefits:
   a) **Group Term Life Insurance (GTLI) Coverage**: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakh** to the beneficiary on the unfortunate death of the associate
   b) **Group Medical Coverage Plan (GMIP):** You would also be enrolled under the existing Medical Insurance scheme of the Company with a cover of **INR 3 lakh** (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrolments of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakh.**
   c) **Group Personal Accident Insurance (GPAI) Coverage:** You would be enrolled under the Company's GPAI scheme with a cover of up to **INR 5 lakh** payable in case of permanent disablement arising out of any unfortunate event of an accident.

4. **Deductions:**
   a) The Company shall make any deductions from the salary, as it may be stated in the respective policies from time to time. For example, deductions towards Company provided transport, non-adherence as per disciplinary policies etc.
   b) **Statutory Deductions:** Tech Mahindra Limited shall make necessary statutory deductions from your gross salary and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also, you shall, upon request by Tech Mahindra, provide documents/proofs of such payments.

Notes:

1. Bonus / Statutory Bonus, if applicable as per The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. For purpose of contribution to PF, Gratuity, Superannuation, if any, and encashment of leave, notice period etc., computations will be on Basic Pay.
3. Total Variable Pay (TVP) amount mentioned is maximum amount based on 100% performance; Final payout of TVP will be as per Variable Pay Policy applicable for the Financial Year and actual performance. In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the 'Performance Bonus Policy' or 'Sales Incentive Policy', as applicable.
4. Please note that the salary structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/ modified from time to time. Further salary, allowances and all other payments/benefits will be governed by The Company's rules as well as statutory provisions in force from time to time and subject to deduction of appropriate taxes at source.
5. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'

For Tech Mahindra Limited,

Prasad Kaswara Rao

Venkat Paturi
Head - Resource Management Group

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BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 05-Oct-2021

Naga Raju Dharavathu
C10212168
2-134 A.Konduru, Andhra pradesh, 521227.
9491296489

Dear **Naga Raju Dharavathu ,**

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.

(53)

15-268

(49)

ALIENS GROUP
'INTELLIGENT LIVING'

Letter of Intent

Date: 5th April, 2019

Dear Kattakuri chandanasaisree,

With reference to your application and the subsequent interview you had with us, we are pleased to inform that you are shortlisted for the position of **"Executive Trainee" at M/s Aliens Developers Private Limited.**

Please note that our offer of employment is subject to you clearing the final round of presentation (on Aliens Space Station Brochure – link below) and subsequent submission of your documents (listed below) at the time of joining.

Aliens Space Station Brochure link - https://bit.ly/2RkrP90

Reporting date & time: 2nd May, 2019 | 10:00 AM
Venue: Aliens Space Station, Tellapur Road, Hyderabad, Telangana – 502032

Mandatory documents to submit:

- 1 copy of updated CV (self-attested)
- 1 Aadhar Card photocopy
- 1 PAN Card photocopy
- 1 Highest education qualification certificate photocopy
- 2 passport size photographs
- Pay-slip/Bank Statements for last 3 months (if applicable)

If the above terms are acceptable, kindly acknowledge the receipt of the same. Please feel free to reach us on Nehal.m@aliensgroup.in for queries.

All the best!

Thanks,
Team HR

ALIENS GROUP

37 (54) 15-29/ (56)

Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Mekala Naga Kusuma, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Kusuma.M
Your Name in Capital letters	MEKALA NAGA KUSUMA

Annexure 1

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

Name	**: Mekala Naga Kusuma**
Competency	**: C1**
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.

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TATA

15-297

Offer: Computer Consultancy
Ref: TCSL/CT20182456239/Hyderabad
Date: 09/10/2018

Ms. Divya Sai Molabanti
3-213 Sambha Siva NilayamKapula Bazar . Poranki,
Beside Ranga Statue,
Vijayawada-521137,
Andhra Pradesh.
Tel# 91-8008866779

Dear Divya Sai Molabanti,

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. 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 48 hours, 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 issued 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

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Genius

Genius Consultants Ltd.

Office :
2nd Floor, Serenity Plaza, 7-1-28/12/1, Near Indo US Hospital, Ameerpet, Hyderabad - 500016. INDIA
CIN No.: U74140WB1993PLC059586
Ph. : 04066141784
E mail : enquiry@geniusconsultant.com
Web. : www.geniusconsultant.com

Date: 20/06/2019

To,
Mr. MOTHUKURI KARTHEEK,
HARSHITH HARIKA,APT NO:26,
PLOT NO:303,KOTHAPETA,
Hyderabad.

SUB: OFFER LETTER

Dear Mr. MOTHUKURI KARTHEEK,

With reference to your application and subsequent review of your candidature, the management is pleased to offer you on contractual deputation as **ENGINEER** at our client place **Vodafone Idea Ltd.**

You are requested to join on or before **21/06/2019.**

The appointment letter will be issued after the entire joining documents as discussed and agreed after the joining.

Salary Break up as per the Annexure A

As confirmation of your acceptance of the above mentioned terms, please sign one copy of this offer letter and return it to us for our record.

For Genius Consultants Ltd.,

GENIUS CONSULTANTS LTD. HYDERABAD

Authorized Signatory

Name:

Place:

Signature

Scanned with CamScanner

(58)

15-237

VEE TECHNOLOGIES

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logist
- Media

Interim Offer Letter

Date: **20-Sep-2019**

Dear **Sai Kiran Palivela,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

59

58

TATA

15481ANLE4

Offer: Computer Consultancy
Ref: TCSL/DT20184427531/Hyderabad
Date:

Ms. Sushma Venkata Bhavani Somisetty
6-29-126,Near Wisdom School, Srisailam Dam East, Sunnipenta,
Srisailam Project,
Kurnool-518102,
Andhra Pradesh.
Tel# 91-9441243602

Dear Sushma Venkata Bhavani Somisetty,

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. 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 48 hours, 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 issued 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

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 TCSL Centres
Annexure 3: Confidentiality and IP 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

GROSS SALARY SHEET

Annexure 1

Name	Sushma Venkata Bhavani Somisetty
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential
TCSL/DT20184427531

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

Cognizant

(61) (64)

15-260

09-Dec-2018

Dear V Mohan Krishna,
B.Tech-B.E., Electronics & Communication Engineering
Gudlavalleru Engineering College

Candidate ID – 126834347

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** 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.

Date:

Signature :

SHAP SUNGWOO HITECH AP PRIVATE LIMITED

Registered Office : Plot No : 14A, Industrial Park, Ammavaripalli Eramanchi Village,
Penukonda Mandal, Anantapuramu District, Andhra Pradesh - 515 164.
CIN No. : U28999AP2017FTC107138

Date: 21st NOVEMBER 2019

To,

GUTTULA EDUKONDALU
D.no:6-94/A, Isukagaruvu,
Achanta Vemavaram,
West Godavari (Dist),
Andhra Pradesh-534269.

TRAINEE ORDER

Dear GUTTULA EDUKONDALU

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with **Sungwoo Hitech AP Private Limited**, subject to following terms and conditions:

1. You will be designated as **Trainee – Maintenance Department**.
2. You will be on training for a period of One year from the date of joining.
3. You will directly report to the Head of Department.
4. Your date of commencement of employment will be on or before Date of Joining is **26th NOVEMBER 2019**
5. You will be entitled to receive compensation and benefits (**CTC is Rs.1,58,892/-** per annum) as per the enclosed Annexure-1.
6. Your Performance will be evaluated 3 times from the date of joining.
7. The evaluation period would be in **1st month**, **6th month** and **10th month** before completion of Training period.
8. The final decision will be decided by the Head of the Department in the last month of Trainee period.
9. You are being found medically fit in medical examination conducted by Company Medical Officer before you report to duty.
10. You are being found "good" in background verification to be conducted by us and or our representatives.
11. Please bring along the below listed documents / details on your day of joining.
    a) Date of Birth proof certificate (Copy of Passport / PAN card / Driving License)
    b) Address proof certificates (Copy of Aadhar card / Voter ID)

AB Yenkampeta

From: AB Yenkampeta [bm2607@andhrabank.co.in]
Sent: Monday, November 23, 2020 10:33 AM
To: 'hrmah@andhrabank.co.in'
Cc: 'zomah@andhrabank.co.in'
Subject: Joining report

ANDHRA BANK
(A GOVERNMENT OF INDIA UNDERTAKING)
YENKEMPETA 2607

Lr.No. 2607/3/133 Date:23-11-2020

As of our Head office order no 166 dtd 18-11-2020 Mr. MEESALA RAMANA [ROLL NO 2741002202]

So that He joined the said employee on today i.e. 23-11-2020 before commencement of Business hours to enable him to report at our branch.

With Regards

(G Vijaya Kumar)
Br. Manager
Yenkampeta 2607 Br.

Andhra Bank
YENKAMPETA
2607

CC: ZO, Mahabubnagar
CC: HR department, Head office, Hyderabad
CC: personal file
CC: Branch Copy

15-290

16-5-212 (65)

70

CADSYS

CADSYS (INDIA) LTD
Regd. Office: 3-5-900/1, 4th Floor,
Aparajitha Arcade, Himayath Nagar,
Hyderabad - 500 029.
Phone: 040-23226796
URL:www.cadsystech.com
CIN No. L72200TG1992PLC014558

Dated 07th May, 2019

Ref HR/CSY/OPS/GA/2019/05/07/001

Provisional Offer Letter

Dear Mr M Rajesh,

With reference to the interview you had with us, we are pleased to offer you the **Apprenticeship** for a period of one year as **Graduate Apprentice** in our organization.

You are requested to report on **03-June-2019** at 9:30 AM at the address given above, failing which this offer will be treated as invalid.

You will be paid a fixed stipend of **Rs.10,000/-** (Rupees Ten thousand only).

Apart from that you will be paid performance incentives based on your individual progress during the training period according to company norms.

Upon your joining, you will be issued an apprenticeship appointment offer providing detailed terms and conditions

Your current place of work is at **Hyderabad.**

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

Looking forward to having you soon on board

Yours truly,

For **Cadsys (India) Limited**

Cadsys (India) Limited Himayath Nagar Hyderabad

(Bapanna Sastry M V S S
Deputy Manager - HR

I accept the terms of this letter

.....

Signature

ISO/IEC 27001 IS 594300

ISO 9001 FS 594299

(66)

16-5-246

Dear Mr M B V V S Sai Avinash

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of **'Software Engineer'** 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April 2019.**

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

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(67)

15-210

Dear Ms A Yamini Krishna,

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of **'Software Engineer'** 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April 2019.**

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

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15-272

EMPLOYMENT OFFER LETTER

Capgemini Ref: 4979102/960393,

09/27/2021,
Konaparthi Gopi Chand,

14-123, Cheruvukatta bazar, Penuganchiprolu, Krishna DT, Andhra Pradesh - 521190
Bangalore,
India.

Confidential

Dear Konaparthi Gopi Chand,

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 **09/30/2021** (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:

Address
Capgemini 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:

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 underatood 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: Konaparthi Gopi Chand

Date: 09/27/2021

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15-2E3 71

ALIENS GROUP
'INTELLIGENT LIVING'

Letter of Intent

Date: 5th April, 2019

Dear Sogana Swetha,

With reference to your application and the subsequent interview you had with us, we are pleased to inform that you are shortlisted for the position of **"Executive Trainee"** at **M/s Aliens Developers Private Limited.**

Please note that our offer of employment is subject to you clearing the final round of presentation (on Aliens Space Station Brochure – link below) and subsequent submission of your documents (listed below) at the time of joining.

Aliens Space Station Brochure link - https://bit.ly/2RkrP90

Reporting date & time: 2nd May, 2019 | 10:00 AM
Venue: Aliens Space Station, Tellapur Road, Hyderabad, Telangana – 502032

Mandatory documents to submit:

- 1 copy of updated CV (self-attested)
- 1 Aadhar Card photocopy
- 1 PAN Card photocopy
- 1 Highest education qualification certificate photocopy
- 2 passport size photographs
- Pay-slip/Bank Statements for last 3 months (if applicable)

If the above terms are acceptable, kindly acknowledge the receipt of the same. Please feel free to reach us on Nehal.m@aliensgroup.in for queries.

All the best!

Thanks,
Team HR

ALIENS GROUP
INTELLIGENT LIVING

DATAWISE
Intelligence. Insights. Infinity
Private and Confidential

Mr. Anil Kumar ANIL KUMAR
D.No.17/143
Mandapadu
Near Ramalayam
Gudivada
Krishna Dist

Dear Anil Kumar

Further to the discussions you have had with us, we are pleased to inform you that you have been selected for the post of REGIONAL COORDINATOR at Machilipatnam Gudivada and Pedana from DATAWISE. You are required to join duty on or 13 November 2019.

You will be paid a stipend of Rs. 17,000/-(INR Seventeen Thousand Only) per month, inclusive of all taxes.

We require you to sign and submit a copy of this offer letter as a confirmation of your intent to join us. Should we not receive your confirmation within 1 day from the date of this letter, this offer would automatically stand cancelled.

We look forward to long and fruitful relationship with us.

Yours sincerely

Sunil Jangam
HR Executive

I accept the offer

Name: P. Anil Kumar
Date:

P Anil Kumar

DATAWISE MANAGEMENT SERVICES INDIA PRIVATE LIMITED
06, Manjeera Majestic Commercial Complex, KPHB Road, Kukatpally, Hyderabad - 72, Telangana, India

CIN: U74140TG2008PTC041
Regd Office: Plot 42
Sri Balaji West County
Nizampet Road, Kukatpally
Hyderabad - 500090
Telangana, India

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GOVERNMENT OF ANDHRA PRADESH,
PANCHAYAT RAJ ENGINEERING DEPARTMENT,

Proceeding of the Superintending Engineer, Panchayat Raj Circle, East Godavari District, Kakinada

Present: Sri. M.Nagaraju, M.E.,

Progs No. A2/ Eng. Asst Grade II Recruitment /2019 **dated: 05.10.2019**

Sub: - Recruitment of posts to **Village Secretariats-DSC-2019** - Provisional offer of Appointment in the A.P. Panchayat Raj Engineering Subordinate Services -Selection to the post of Engineering Assistant (Grade-II) by DSC –Place Posting who have appointed to the post of Engineering Assistant Grade II – Orders Issued.

Read: -
1. G.O. Ms. No.110, PR & RD Dept. (MDL-1). Dated: 19.7.2019.
2. Recruitment Notification No.01/2019, Dt: 26.07.2019 for the Post of Engineering Assistant (Grade-II).
3. The Hon'ble High Court Orders in W.P.Nos. 12977/2019, 13885/2019, 13898/19, 14015/19, 13900/19 and 14000/2019
4. Hon'ble High Court's Order in Writ Appeal No.282/2019 and Writ Appeal 31.10.2019.
5. Appointment Orders issued by the Member Convener DSC-2019 & District Collector, E.G.Dt, Kakinada through this Office Proceedings No. A2/Eng-Asst Grade II Recruitment/2019, Dated 28-09- 2019

*****

Consequent upon the selection of the post of Engineering Assistant Grade II by the District Selection Committee (DSC), the Chairman of the DSC & the District Collector, East Godavari have approved and provisionally appointed the post of Engineering Assistant (Grade-II) vide reference 5th read above. They have directed the Superintendent Engineer, Panchayat Raj Department, East Godavari, Kakinada to post the selected candidates in the Village Secretariat as the Superintendent Engineer is a member of appointing DSC to the post of Engineering Assistant (Grade-II).

ORDER:-

Keeping in view of the above directions, Sri/Smt/Kumari **AMBUJALAPU SRINU** S/o, D/o, W/o **AMBUJALAPU TATABBAI ALIAS VENKANNA** (HT.No.**190404000832**) is hereby provisionally appointed as Engineering Assistant (Grade-II) as the undersigned is being a Member of appointing DSC and **he/ she is hereby posted as Engineering Assistant Grade II in the Danavaipeta Village Secretariat of Thondangi Mandal duly following the conditions laid down.**

- The Candidate is hereby offered provisional appointment to Engineering Assistant **(Grade-II)** in the **PANCHAYAT RAJ DEPARTMENT**
- The Candidate will be on probation for a period of two years from the date of joining the post and during the period of probation, the candidate will be paid consolidated pay of Rs. 15,000 per month. Further, after successful completion of probation the candidate 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. The candidate will be required to discharge 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.
- During the period of Probation, the candidate 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, the candidate will be liable to be charged from service at any time without any notice, if-
  - On the basis of the performance or conduct, the candidate is considered unsuitable for further retention in service, or
  - The Candidate is otherwise found ineligible or unsuitable to be retained in the service.

- Appointment to the Post of **Engineering Assistant (Grade-II)** in **Panchayat Raj Department** is provisional and subject to the verification of character, antecedents and Social category/ Community/Tribe against which their selection has been made. If, at any stage, information provided by the candidate is false or certificates furnished 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.

- If the candidate is already in service in Central Government/State Government/PSU/ Autonomous Body/Bank/ Corporation or in any other employment, the candidate is required to submit formal Relieving Order by the respective Organization certifying that their conduct during the said employment does not render the candidate unsuitable for the present offer of employment.

- Candidate Services shall be liable to termination at any time by one month notice in writing given either by the candidate or the appointing authority, subject to other terms and condition prescribed under Government rules in vogue.

- That the Candidate is eligible for monetary benefits from the date of joining only.

- That the 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.

- The Candidate will be liable to refund to the Government the pay and allowances and any other remuneration received by the candidate in addition to the amount spent by the Government on training.
  - if the candidate fail to serve the department for a period of 3 years after the completion of training for any reasons:

Or

  - If the candidate discontinue the training or discharged while under training for misconduct or any other reasons.

- The Candidate is 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.

- The employment conditions will be governed by A.P. State and Subordinate Service Rules and A.P. Survey and Subordinate Service Rules or Special Rules as applicable, and as amended from time to time in respect of the post.

- The Candidate is directed to report before the Mandal Parishad Development Officer concerned. The concerned officer is requested to intimate the date of joining of the individual.

Superintendent Engineer,
PR Circle, E.G.Dist, Kakinada.

To
Sri AMBUJALAPU SRINU S/o, D/o, W/o AMBUJALAPU TATABBAI ALIAS VENKANNA through Mandal Parishad
Development Officer, MPP, Thondangi
Copy to the Mandal Parishad Development Officer, MPP, Thondangi
Copy to the Mandal Engineering Officer, MPP, Thondangi for information
Copy submitted to the Chairman, DSC & District Collector, East Godavari District, and Kakinada for favour of information
Copy Submitted to the Engineer- in- Chief, Panchayat Raj Department, A.P. Vijayawada for favour of information
Copy Submitted to the Commissioner, PR&RD, Vijayawada for favour of information.
Copy to Bill

15-309

KMV

Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. BANDARU VEERANJANEYULU
S/o. YEDUKONDALU
41-1/14-500, RANADHHEER NAGAR KRISHNA LANKA VIJAYAWADA

Dear Mr BANDARU VEERANJANEYULU

With reference to your application and the subsequent interview you had with us, you have been appointed as **"Graduate Trainee Engineer – GET (Mechanical)"**on Project Specific Fixed Term 12 months, effective from **11th July, 2019.** Your job location/place of work will be at our **"Karnataka Region".**

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): B-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: II 102, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e.., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

7. During the period of your engagement, your services are liable to be terminated by giving one month's notice on either side. In case, if you found in any guilty or grave of misconduct such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed,without any notice or payment in lieu thereof.

8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material facts, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct & educational certificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial association.

Wishing you all the best,

For KMV Projects Limited,

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

B. Veeraiah

Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad 500073.
CIN: U45400TG2007PLC059432

Regional Office: # 302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru 560 020

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

15-312

Acceptance of TCS Offer Letter Successful Inbox

20102019

TCS Recruitment -... 20 Oct

to me

Dear MANOHAR BASAM,,
Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS!

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

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

15-313

08th Nov 2019

08/11/2019

Mr. B.U.S. Ram Pavan Kumar,
C/o B. Sarveswara Naga Pushkara Srinivas,
2-3, Panchayati Street,
Karravari Savaram,
Undrajavaram Mandalam,
W.G. Dt., AP – 534216

LETTER OF OFFER

Dear Mr. Ram Pavan 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 Engineer – Trainee" at our** Hyderabad delivery centre.

The terms and conditions of your employment, that govern the basis of our mutual relationship, are outlined below:

1. The appointment will commence from the day of joining i.e. **11th Nov 2019** failing which this appointment will stand automatically withdrawn.
2. Your annual entitlement of INR. **2,25,102 /- (Two Lakh Twenty-Five Thousand One Hundred and Two Rupees only)** would be as per details enclosed in Annexure A.
3. You will be under probation for a period of 6 months during which period you will be trained on required technologies.
4. Based on the performance appraisal at the end of first six months of observation period and after meeting your developmental objectives set at the beginning, you will be inducted permanently into ONEDIGITALS. The observation period may be extended or your services may be terminated, if your performance is not satisfactory during the observation period.

ONEDIGITALS Soft Solution India Pvt. Limited

Research | Consulting | Development

1 DIGITALS

15-314

TATA

1749242

Ref: TCSL/CT20182560040/1272614/Hyderabad
Date: 09 August 2019

MR. JAGADEESH PRASAD BATCHU
D.No: 3-356, 3rd Ward,
Near Gurrapu Cheruvu, Avanigadda,
Andhra Pradesh-521121.
Tel# 919640183157

Sub: Joining Letter

Dear Mr. Jagadeesh Prasad Batchu,

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 **09th September 2019** and your training location is **Hyderabad** . 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 Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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 designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

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

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

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

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

TATA

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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

CareTech

CareTech Solutions (India) Private Ltd.
An HTC Global Company
Plot No.B 32/A, Phase II, MEPZ SEZ, Chennai, Tamil Nadu - 600 045
Tel : +91 44 2261 0555, Fax : +91 44 2261 0556
CIN No : U72900TN2015PTC101920

15-317

Ref No: CT/ OFFCAMP/2018-19/10773 **August 30, 2019**

Mr. Bezawada Ashok
2-213, Jammulapalem, Tangutur Mandal,
Prakasam, Andhra Pradesh - 523274,

Dear Ashok,

With reference to your application and subsequent interview with us, we are pleased to appoint you in our Company as **Programmer Analyst Trainee**. The terms and conditions of your appointment are given below:

Training Period:

This employment offer is a unique, career-based engagement enabling graduates to become full-fledged Software Professionals in the resource stream of CareTech Solutions (India) Private Ltd., (hereinafter to be referred to as "CareTech"). You will be trained in the area of Information Technology for a period of three (3) months from the date of your employment and thereafter you will be placed in the Company projects subject to your competence and availability of such projects as per the discretion of the Company, with a commitment and obligation from you to serve CareTech or any of its group or affiliated companies ("Company" or "CareTech") as an employee for a minimum period of three (3) years.("Commitment Period" (i.e. 3 years including 3 months of training)).

- You will be periodically evaluated during the training program through tests, projects and interviews.
- Apart from the evaluation of your on-the-job training, deputation to any project will depend on your attendance, overall behavior and performance during the training period.
- The terms and conditions of training is detailed in **Annexure-B.**

Employment Terms and Conditions:

- Your base training location will be Chennai. On successful completion of training, CareTech reserves the right to transfer/depute you to any of its department(s), technologies, offices, or client locations in India / Overseas.

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You are eligible for the following emoluments:

Heads	Monthly (in Rs.)	Annual (in Rs.)
Basic Salary	9500	114000
HRA	5023	60276
Conveyance Allowance	1600	19200
Special Pay	2000	24000
Other Allowance	487	5849
Project Allowance *1	1600	19200
Project Incentive *2	1000	12000
Medical	417	5004
Monthly Gross	**21627**	**259529**
Bonus *accrues and becomes payable upon completion of your service year based on Individual and Business performance and continuity of your service*		7000
ESI		7420
Term Life Insurance Premium		415
PF (12%) company's contribution towards EPF*3		20165
Gratuity *4		5481
Annual Gross		**300010**

Salary will be paid on the last day of every month, which may be delayed due to delays in timesheets submission/approvals and also in case of discrepancies in attendance.

Project Allowance *1:
This allowance is applicable to all technical resources in a project. This is payable approximately 30 days after the end of the month e.g. Allowance for the month of July will be paid by 31st of August based on the project allocation.

Project Incentive *2:
This incentive is applicable to all technical resources and this is calculated based on the individual's effort in a given project. This is payable approximately 30 days after the end of the month. e.g. Incentive for the month of July will be paid by 31st of August.

Term Life Insurance:

- You will be covered under term life insurance policy for Rs.5,00,000/-. On commencement of the insurance policy the coverage benefits will be applicable after a waiting period of 30 days.
- For more details login to Employee eportal http://eportal.hcvindia.com

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Provident Fund *:

You will be covered under PF as per the "Provident Fund Act" 1952.

Gratuity *:

You are eligible for Gratuity, as per "Payment of Gratuity Act" 1972.

Your employment with us will be governed by terms and conditions referred in **Annexure-A**. However when you are placed at any of our client site the rules and regulations of the client company would be applicable to you with regard to Office Timing, Dress Code, Lunch, Transportation and Annual holidays. Your retention in the Company's employment will be subject to your continued medical fitness.

This appointment letter constitutes the entire agreement between the parties and supersedes any other prior conditions, commitments, communication, letter or agreement, if any, entered into between the parties on the subject matter hereof.

Please sign the duplicate copy of the letter and return it to us within a week's time as a token of your acceptance of this appointment letter.

We look forward to a long and mutually fruitful association with you.

Yours Sincerely,
For CareTech Solutions (India) Private Ltd.

Authorised Signatory

I have fully read, understood and I accept unconditionally the above appointment letter along with the terms and conditions listed in the **Annexure-A**. I will be reporting for duty on or before **September 04, 2019**

Signature:

Name: Bezawada Ashok

Date:

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15-324

GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN,DSC
VISAKHAPATNAM DISTRICT

Lr.No.DSC/103/18/190604004569. Date:04/11/2019

4004569

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

(DSC NOTIFICATION No NOTIFICATION NO. 02/2019, DATED:26.07.2019)

It is to inform that you are provisionally called for Certificate Verification to the Post of WARD AMENITIES SECRETARY (GRADE-II) vide NOTIFICATION NO. 02/2019, DATED:26.07.2019 of DSC in MUNICIPAL ADMINISTRATION DEPARTMENT (General Recruitment) in VISAKHAPATNAM district.

Sri/Smt/Kum CHALAMALASETTI SRIPAVAN, bearing HT No. 190604004569 is hereby informed to upload all required certificates to the Grama-sachivalayam website, before attending the certificate verification in person.In case of any difficulty in uploading the certificates into website, you may upload all the certificates soon after physical verification by the concerned authorities is completed. You are requested to attend the Certificate Verification by 2:00 PM on 05/11/2019 in the Office of Old Council Hall, GVMC Main Office, Opp.Hotel Royal Fort, Asilmetta, Visakhapatnam,VISAKHAPATNAM 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

Note:

1. This intimation is only for Certificate Verification and doesn't confer any right whatsoever to claim job.
2. If any candidate failed to attend for Certificate Verification on the above date, will forfeit their candidature and the next candidate in merit in the respective category / community will be considered.
3. If any candidate fails to produce any one of the certificate(s) and the particulars furnished in the application do not tally with the original documents produced by the candidate, the candidature will be rejected / disqualified without any further correspondence.

Sd/-,
COLLECTOR & CHAIRMAN,
District Selection Committee,
VISAKHAPATNAM District.

To,
The Individual Concerned through website/email

15 - 330

Date:19.06.2019,

15-330657

To,
Mr. Chittimothu Mahesh Babu
S/o Venkateswara Rao
HNO :7-62,
LandMark : Gopalakrishnapuram,
City/Village : Choragudi,
Post : Choragudi,
Mandal : Pamidimukkala,
District : KRISHNA-521250.

Sub : Letter for Training

We extend to you our warmest welcome to our family of Divi's Laboratories Limited.

With reference to your application and discussions had with you , we are pleased to offer you a one-year training in Production Department, at Unit-2, situated at Chippada Village, Bhemmunipatnam Mandal, Visakhapatnam District on the on the following terms and conditions.

1. You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.16000/- per month during your training period.

2. You will be required to undergo pre-training medical check-up as this offer is subject to your medical fitness and you will be required to undergo periodical medical check-ups during your training period . Your training will be terminated , if you are not found medically fit.

3. Training is given at any one of the departments, branches & manufacturing units of the organization, depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts as well.

4. You shall be liable to be transferred/posted to any location,department & unit of the organization, depending on the requirement for training. Upon such transfer, you will automatically be governed by the service conditions, rules,regulations and other terms as applicable at such new place.

5. If you intend to discontinue your training during the training period, you have to give three months prior notice in writing or return three months stipend in lieu thereof, which may be modified from time to time and the same will be notified.

6. After completing your training, the organization, at its sole discretion, may or may not offer employment and no trainee shall have the right to demand absorption in employment of the organization.

7. You are entitled to seven casual and five sick leaves during your training period. You will also be covered under ESI act,1948.

8. This offer of training is based on the information furnished in your application. If, at any given time, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been suppressed, then your training based on this letter of training, is liable to be terminated, without any notice or any stipend in lieu thereof.

9. You are required at all times to maintain the highest order of discipline and secrecy as regards the training of the organization. Any of technical / personal information, which might come into your possession during continuance of your training in the organization,shall not be disclosed,divulged or made public by you even thereafter.

10. You shall adhere to Organization's policies, procedures, rules and regulations, discipline and general work practices,which are subject to change from time to time.

11. You shall forthwith intimate any change in your residential address as and when any change takes place.

12. Your training is liable for termination at any time without notice or enquiry, if you are found indulging in any misconduct.

13. Your progress in training is reviewed from time to time and if found unsatisfactory , your training will be terminated without notice.

14. You are required to submit the following at the time of joining
    a. For verification purpose, we need your original certificates of S.S.C, Inter,& B.Tech and photo copies of the same.
    b. Four passport size color photographs.
    c. Four copies of post card size black & white group photo of yours along with your dependent parents, and your spouse & children if married.
    d. Photo copies of Aadhaar & PAN cards of yours along with your father, mother, spouse and children, if Married.
    e. Photo copy of SBI savings bank account passbook.

In case the terms and conditions of training stated above are acceptable to you, please sign this letter in token of you having understood and having accepted the same and shall submit before you join for training.

You shall join training in our organization on or before 04.07.2019.If you do not join the training before the stipulated date, this offer of training shall be deemed cancelled.

We take this oppurtunity to welcome you to the organization and wish you good luck.

Yours sincerely,

For DIVI 'S LABORATORIES LTD

K.SUBBA RAO
GENERAL MANAGER (P&A)

ACCEPTANCE

I understand the contents of offer of training and I hearby accept the terms and conditions mentioned there in.

Signature: _____ Date: _____

Road Map : Vizag to Tagarapuvalasa - Bus available. Tagarapuvalasa to Chippada - Autos available.
☎ :08922 248917/927

13-345

Infosys
Navigate your next

HRD/3T/19-20/12927341

Mr. Gorantla Aravinda Krishna
Candidate ID: 12927341
57-2-18/2
Karnamgari Street, Patamata
Vijayawada - 520010
Andhra Pradesh
India
Ph: (91) 85008 57049

July 09, 2019

Dear Gorantla,

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

Digitally signed by RICHARD LOBO
Date: 2019.07.09 03:40:05 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

15-358

28918

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.A1/EA-GrII/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 : **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 **KAKUNURI RAJ KISHORE** S/o,D/0,W/o **KAKUNURI BALAJI** (HT No:**190604002192**) is hereby provisionally appointed as **Engineering Assistant (Grade-II)** and directed to report at **Superintending Engineer, Panchayatraj Circle, DNo 48-9-11/2, Second Floor, Near Power house, Gunadala, Eluru Road, Vijayawada - 520004 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**

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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 **Engineering Assistant (Grade-II)** 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 **SE PR, 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.

23/10/19

To,
KAKUNURI RAJ KISHORE,
10/286,RAJENDRA NAGAR 2 ND LINE,
GUDIVADA,URBAN Gudivada,
KRISHNA,521301
Mobile No : 9912912457

Copy To,
SE PR,KRISHNA District,
The Engineer in Chief, PRED ,
The Commissioner, PR & RD for Information.

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GOVERNMENT OF ANDHRA PRADESH
FROM: THE SUPERINTENDING ENGINEER,
PANCHAYAT RAJ ENGINEERING DEPARTMENT VIZIANAGARAM DISTRICT
PRESENT: SRI G. CHANDRA BHASKAR REDDY, M.Tech

15-363

Proc. Rc.No.[illegible] PRD/ PERSONNEL (C)/ Dt: 06-11-2019

06/11/2019

Sub:- PRI Engineering Department - Vizianagaram District - Placement of Engineering Assistants Grade-II in Vizianagaram District - Allotment of Village Secretariat - Place posting Orders - Issued

Ref:- 1) Notification No. [illegible]/2019 Dt.26.01.2019 of PR&RD Govt. of Andhra Pradesh, Amaravathi, Guntur District
2) Proc. Rc.No. 40/EA (DSC 2019)/A1 Dt.06.11.2019 of the Chairman, District Selection Committee & District Collector, Vizianagaram
3) Reported by the individual for Place posting orders Dt.06-11-2019

* * * * * *

ORDER:-

The Chairman, District Selection Committee & District Collector Vizianagaram has appointed Sri / Smt / Kum **KARANAM ANUDEEP** S/o /D/o W/o **KARANAM SATYANARAYANA** as Engineering Assistant Grade-II in Vizianagaram District through the reference 2nd cited and allotted to this office.

Through the reference 3rd cited, the above individual has reported to this office as Engineering Assistant Grade-II in Vizianagaram District and requested for place posting.

Considering the option exercised by the individual on dt. 06-11-2019 Sri/Smt/Kum **KARANAM ANUDEEP** S/o /D/o W/o **KARANAM SATYANARAYANA** is here by posted as Engineering Assistant Grade-II in the Subhadra Secretariat of **Bailijipeta** Mandal in Vizianagaram District.

The individual is directed to report before the Mandal Parishad Development Officer concerned mandal to duty, at his/her allotted village Secretariat within the stipulated period in the appointment letter 2nd referred, failing which his/her appointment will be cancelled. The individual should also note that, he/she shall abide all the terms and conditions mentioned in ref 1st & 2nd cited.

The MPDO concerned is requested to admit the above individual duty verifying the certificates of Educational, Communal & Physical Fitness and intimate the date of joining to this office.

Sd/- G Chandra Bhaskar Reddy
Superintending Engineer,
Panchayat Raj Engineering Department,
Vizianagaram – District.

To
Sri / Smt / Kum KARANAM ANUDEEP
Copy to the Panchayat Secretary, Subhadra Secretariat of Bailijipeta Mandal
Copy to the Chief Executive Officer, ZP, Vizianagaram
Copy to the District Panchayat Officer, Vizianagaram
Copy to the EE/DEE PRI concerned
Copy to the Mandal Parishad Development Officer, concerned
Copy to the SO, PR&RD, concerned
Copy submitted to the Commissioner, PR&RD, Vijayawada for favour of information
Copy submitted to the Engineer-in-Chief, PR, Vijayawada for favour of information
Copy submitted to the Chairman, District Selection Committee & District Collector, Vizianagaram for favour of information

P.T.O.P.B.O.s

[illegible]
Superintending Engineer (PA to SE)

15 - 364

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

APP0659

MEIL/APP0659/2019-20 **Date: 27/05/2019**

Mr.Karanam Venkata Sai Sri Harsha
D No:3-115/3, Jabili Hills , Sanivada, Aganampudi,
Viskhapatnam, A.P, Pin:530053.
Mobile No: 9989550881
Email Id: venkatsshk123@gmail.com

Dear Mr.Karanam Venkata Sai Sri Harsha

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Execution - Water Management

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-West Godavari District, Andhra Pradesh to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on 27/05/2019.

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. 2,16,000 (Rupees Two Lakh Sixteen Thousand 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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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. **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.

11. ***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.*

    11.1. 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.

    11.2. 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.

    11.3. You are deemed to be in the services of the Company, during the notice period.

Contd...

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11.4. 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.

12. **General:**

12.1. 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.

12.2. 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.

12.3. 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.

27/05/2019
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 27/05/2019 and accept the terms & conditions of the same.

Place: Vijayawada R.O
Date : 29/05/2019

K. Harsha
Signature of the Candidate

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CTC (Rs) Annual 216,000

Name Mr. Karanam Venkata Sai Sri Harsha

Designation Graduate Engineer Trainee

Grade T

Annexure

SALARY COMPONENTS	Monthly	Yearly
Basic Compensation		
Basic Pay	9,810	117,720
House Rent Allowance	6,540	78,480
Sub Total (A)	16,350	196,200
Provident Fund-Employer	-	-
Annual Benefit *		
Bonus / Ex-gratia	1,400	16,800
Other Benefits *		
Mediclaim Employer Share	250	3,000
Fixed Total Cost to Company(B)	*18,000*	*216,000*

Note:

(*) 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 option meal card as a part of gross salary. Rs. 2300 /- Per Month as per IT rules.

(*) Nation Pension Scheme (optional): Employee can option NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.

(*) 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

27/05/2019

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15 - 367

Gmail

Dittakavi Tarun <tarundittakavi.me@gmail.com>

Fwd: Offer Letter- Accenture

sai kumar katta <saikatta67@gmail.com>
To: tarundittakavi.me@gmail.com

Wed, Dec 11, 2019 at 4:53 PM

11779407

-------- Forwarded message --------
From: **sai kumar katta** <saikatta67@gmail.com>
Date: Sun, Aug 11, 2019, 10:56 PM
Subject: Fwd: Offer Letter- Accenture
To: <veligatlavikas@gmail.com>

-------- Forwarded message --------
From: **sai kumar katta** <saikatta67@gmail.com>
Date: Sun, 11 Aug, 2019, 10:35 PM
Subject: Fwd: Offer Letter- Accenture
To: K TEJA <teja741996@gmail.com>

-------- Forwarded message --------
From: <Abacus-BPO_HelpDesk@accenture.com>
Date: Wed, 7 Aug, 2019, 6:47 PM
Subject: Offer Letter- Accenture
To: <saikatta67@gmail.com>
Cc: <swarnalatha.meesala@accenture.com>

DATE: 07-Aug-2019

Candidate Name: Sai Kumar gnana venkata naga siva Katta
Candidate Id: C3601218
Unique Reference Number/Unique Id: dec65a31-5a91-4e22-87d8-03e4138fe31e_2

Dear Sai Kumar,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Please follow below steps to access / view your Offer Letter

- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents and Annexures (Collectively called "Offer Letter").
- You may download/print the required documents and review them.

Request you to verify the details in the Offer Letter and confirm your decision by clicking on 'Accept Offer' or 'Reject Offer' within 7 days from the receipt of the offer, post which the link will be disabled.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries, feel free to contact any of the following individual/s by mail / phone, mentioning your Full Name and Candidate ID Number (CID)

Regards,
swarnalatha.meesala
swarnalatha.meesala@accenture.com
9100076111

Accenture Disclaimer

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging, including content, may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy

www.accenture.com

Accenture - Offer Letter Tutorial.ppsx
793K

15-375

KMV

Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. KOLLURU C H N S RAHUL KUMAR
S/o. K.V,S.RAMASWAMY
6-97 MAIN ROAD, GOPALAPURAM WEST, GODAVARI A.P

Dear Mr K.CH. N. S. RAHUL KUMAR

With reference to your application and the subsequent interview you had with us, you have been appointed as "Graduate Trainee Engineer – GET (Mechanical)"on Project Specific Fixed Term 12 months, effective from 11th July, 2019. Your job location/place of work will be at our "Karnataka Region".

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.

2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.

3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.

4. Remuneration & Other Benefits:
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	6,955/-	83,460/-

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073.
CIN: U45400TG2007PLC053432

Regional Office: 2, 3rd Floor, Post Park I, Kalyanpura Park (E), Bangalore - 5

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

KMV Projects Ltd.

5. You will be entitled for 6 Sick Leaves, 6 Casual Leaves & 12 Special Leaves on pro-rata basis, on consolidate, overall 24 leaves with commencement of crediting 2 Leaves upon service completion of each and every month of your training.

   Except in case of exigencies, only planned leaves shall be considered for up to 3 breaks in a calendar year. Leave without authorization will be treated as LOP (Loss of pay), irrespective of your leave balance. Unauthorized leave for 8 consecutive days or more will deemed to be considered as separation and this employment will automatically stands null and turns termination.

6. Your services are liable to be transferred/shifted from one place to another and/or from one department to another and/or from one business entity to another either existing or to any new setup in future, i.e.., anywhere in India, purely at the discretion of the management. On such posting, you will be governed by the rules and regulations and other service conditions as applicable to that place of posting as decided by the management.

7. During the period of your engagement, your services are liable to be terminated by giving one month's notice on either side. In case, if you found in any guilty or grave of misconduct such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed,without any notice or payment in lieu thereof.

8. Your training will automatically come to an end upon expiry of thisproject specific tenure periodor on completion of project work, whichever is earlier. In case, the period of project is extended further, your services are feasible to extend till the project completion, if required. Your services are liable to be discharged in the event of manpower reduction or in scope of project work or in stoppage of project for whatsoever reasons.

9. In case, if we found any false information furnishedby youin application for employment or at the time of interview or any other misrepresentations concealed or suppressed with any relevant material fact, your employment willliable to be terminated at any point of time on without any notice or compensation in lieu thereof.

10. This appointment is subject to your medical fitness, believing that you are medically fit and subject to the verification of your conduct & educational certificates.

11. All disputes are subject to jurisdiction of the courts situated at Hyderabad only.

We take this opportunity to wish you and your family happiness and prosperity. We look forward for mutually beneficial associati

Wishing you all the best,

For KMV Projects Limited

Authorized Signatory

I have read and understood the contents of the appointment letter very consciously and accepted by me with full awareness.

K.Ch.N.S. Rahul Kumar

Signature of the Candidate

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073
CIN: U45400TG2007PLC053432

Regional Office: #302, 3rd Floor, 7 East [illegible] Kumara Park (E), Bengaluru [illegible]

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

MACHILIPATNAM

PRESENT : SRI A.Md. IMTIAZ, IAS.,

15-384

Procs.No.A1/EA-Gr.II/DSC-2019/2019 Dated.13.11.2019.

Sub : Public Servants – Panchayat Raj Institutions - Recruitment of Engineering Assistant Gr-II – Provisionally selected through District Selection Committee, Krishna – Allotted to Superintending Engineer, PR Circle, Machilipatnam at Vijayawada, Krishna District – Place Posting Orders – Issued.

21119

Ref : 1. GO MS No. 110, PR& RD Dept. (MDL-1) dt. 19.07.2019.
2. Recruitment NOTIFICATION No. /2019, dt. 26.07.2019 for the post of Engineering Assistant Gr-II.
3. Note orders dt. 02.11.2019 of the District Collector and Magistrate, Krishna district.
4. Option of the individual dt.13.11.2019

><><><

ORDER:-

The Chairman and District Collector, District Selection Committee in the proceedings 3rd cited has allotted Sri/Smt/Kum. **MADIRI RITHWICK** who was Provisionally selected and appointed as Engineering Assistant Gr-II and allotted to the Superintending Engineer, PR , Krishna with a direction to issue place postings.

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 successfully completion of probation you will be placed in the Pay Scale of Rs.14600- Rs.44870 in RPS 2015

As per the option exercised by the individual at the time of counselling on 13.11.2019, he/she is hereby posted as Engineering Assistant Gr-II to **AMUDARLANKA** Village Secretariat of **CHALLAPALLI** Mandal and directed to report before the Panchayat Secretary of concerned Village Secretariat immediately. He is informed that he will act as Assistant to the Regular Panchayat Secretary, if there is a regular Panchayat Secretary in the said Village Secretariat.

The above Panchayat Secretary is directed to admit the individual and intimate the date of joining of the individual to this office and Officers concerned immediately and directed to extract the work as per the job chart prescribed for the post.

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

for Collector 13/11/19

13/11/19

To
Sri/Smt/Kum. **MADIRI RITHWICK**
The Panchayat Secretary/Special Officer concerned.
Copy to the Mandal Parishad Development Officer concerned.
Copy to the Divisional Panchayat Officer concerned.
Copy to the STO/ATO concerned.
Copy to the Extension Officer (PR&RD) concerned.

TATA

15-392

CT20182474147

Offer: Computer Consultancy
Ref: TCSL/CT20182474147/Hyderabad
Date:

Mr. Harsha Vardhan Marada
Door No:4-9/1a,Rajamahal Colony,Bobbili,Vizianagaram.Rajamahal Colony,
Bobbili,
Bobbili-535558,
Andhra Pradesh.
Tel# 91-8639198921

Dear Harsha Vardhan 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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued 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 Service line 1800 209 3111 Email careers@tcs.com

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

S-2, Technocral 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

15-399

MEIL/APP0664/2019-20

Date: 27/05/2019

Mr.Merugumala Raja Sekhar
D.No:10-247A, Kolusu Vari veedi Eluru Road, Gudivada,
Krishna(d), A.P, Pin:521301.
Mobile No: 9985264369
Email Id: rajasekharmerugumala@gmail.com

Dear Mr.Merugumala Raja Sekhar

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Execution - Water Management

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-West Godavari District, Andhra Pradesh to undergo training program with our Organization under the following terms and conditions.

1. **Date of Employment:** You shall join us on 27/05/2019.

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. 2,16,000 (Rupees Two Lakh Sixteen Thousand 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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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. **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.

11. **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.

    11.1. 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.

    11.2. 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.

    11.3. You are deemed to be in the services of the Company, during the notice period.

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11.4. 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.

12. **General:**

12.1. 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.

12.2. 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.

12.3. 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.

27/05/2019

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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C T C (Rs) Annual 216,000

Annexure

Name Mr. Merugumala Raj Sekhar
Designation Graduate Engineer Trainee
Grade T

SALARY COMPONENTS	Monthly	Yearly
Basic Compensation		
Basic Pay	9,810	117,720
House Rent Allowance	6,540	78,480
Sub Total (A)	16,350	196,200
Provident Fund-Employer	-	-
Annual Benefit *		
Bonus / Ex-gratia	1,400	16,800
Other Benefits *		
Mediclaim Employer Share	250	3,000
Fixed Total Cost to Company(B)	*18,000*	*216,000*

Note:

(*) 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 option meal card as a part of gross salary, Rs. 2300 /- Per Month as per IT rules.
(*) Nation Pension Scheme (optional): Employee can option NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
(*) 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

27/05/2019

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15-3A3
12927271

HRD/3T/19-20/12927271

Mr. Mohammed Hasan Shariff
Candidate ID: 12927271
M.I.G-1 Block-12 Flat-4 New H.B Colony
Bhavanipuram
Vijayawada - 520012
Andhra Pradesh
India
Ph: (91) 87129 17186

September 6, 2019

Dear Mohammed,

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

Digitally signed by RICHARD LOBO
Date: 2019.09.06 11:05:08 +05:30
Reason: Offer Letter
Location: Bangalore

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HRD/3T/19-20/12927271

September 6, 2019

Mr. Mohammed Hasan Shariff
Candidate ID: 12927271
M.I.G-1 Block-12 Flat-4 New H.B Colony
Bhavanipuram
Vijayawada - 520012
Andhra Pradesh
India
Ph: (91) 87129 17186

Dear Mohammed,

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 **January 6, 2020.**

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, 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 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month.** The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250.**

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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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 name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

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

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Mohammed Hasan Shariff**
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)	12,000 (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. Mohammed Hasan Shariff**
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 (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an 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)	12,000 (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.

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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: +91-40-44336000
E-mail: info@meil.in Visit us: www.meil.in U45202TG2006PLC050271

MEIL/APP0660/2019-20

Date: 27/05/2019

Mr.Morupakala Hemanth
D No:1-806E, Opp Head post office Street, Ajaynagar, Mangalagiri,
Guntur(d), A.P. Pin:522503,
Mobile No: 7095758468
Email Id: kr.morupakala@gmail.com

Dear Mr.Morupakala Hemanth

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Execution - Water Management

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-West Godavari District, Andhra Pradesh to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on 27/05/2019.

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. 2,16,000 (Rupees Two Lakh Sixteen Thousand 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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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.

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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. **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.

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    11.2. 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.

    11.3. You are deemed to be in the services of the Company, during the notice period.

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11.4. 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.

12. **General:**

12.1. 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.

12.2. 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.

12.3. 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.

27/05/2019
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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C T C (Rs) Annual 216,000

Annexure

Name Mr. Morupakala Hemanth
Designation Graduate Engineer Trainee
Grade T

SALARY COMPONENTS	Monthly	Yearly
Basic Compensation		
Basic Pay	9,810	117,720
House Rent Allowance	6,540	78,480
Sub Total (A)	16,350	196,200
Provident Fund-Employer	-	-
Annual Benefit *		
Bonus / Ex-gratia	1,400	16,800
Other Benefits *		
Mediclaim Employer Share	250	3,000
Fixed Total Cost to Company(B)	*18,000*	*216,000*

Note:

(*) 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 option meal card as a part of gross salary, Rs. 2300 /- Per Month as per IT rules.
(*) Nation Pension Scheme (optional): Employee can option NPS as a part of retiral Benefit @ 10% on basic as per PFRDA guidelines.
(*) 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

27/05/2019

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GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN,DSC
GUNTUR DISTRICT

Lr.No.DSC/107/18/190704005575. Date:27/09/2019

15-3A4

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

(DSC NOTIFICATION No NOTIFICATION NO. 02/2019, DATED:26.07.2019)

It is to inform that you are provisionally called for Certificate Verification to the Post of WARD AMENITIES SECRETARY (GRADE-II) vide NOTIFICATION NO. 02/2019, DATED:26.07.2019 of DSC in MUNICIPAL ADMINISTRATION DEPARTMENT (General Recruitment) in GUNTUR district.

Sri/Smt/Kum MORUPAKALA HEMANTH, bearing HT No. 190704005575 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 3:00 PM on 27/09/2019 in the Office of R.V.R. & J.C. COLLEGE OF ENGINEERING ,CHOWDAVARAM, GUNTUR, ANDHRA PRADESH, PIN: 522019,GUNTUR 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

Note:

1. This intimation is only for Certificate Verification and doesn't confer any right whatsoever to claim job.
2. If any candidate failed to attend for Certificate Verification on the above date, will forfeit their candidature and the next candidate in merit in the respective category / community will be considered.
3. If any candidate fails to produce any one of the certificate(s) and the particulars furnished in the application do not tally with the original documents produced by the candidate, the candidature will be rejected / disqualified without any further correspondence.

Sd/-,
COLLECTOR & CHAIRMAN,
District Selection Committee,
GUNTUR District.

To,
The Individual Concerned through website/email

GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN,DSC
KRISHNA DISTRICT

Lr.No.DSC/106/17/190604004833. Date:18/10/2019 15-330

CALL LETTER TO ATTAEND CERTIFICATE VERIFICATION TO THE POST OF ENGINEERING ASSISTANT (GRADE-II)

(DSC NOTIFICATION No NOTIFICATION NO. 01/2019, DATED: 26-07-2019)

It is to inform that you are provisionally called for Certificate Verification to the Post of ENGINEERING ASSISTANT (GRADE-II) vide NOTIFICATION NO. 01/2019, DATED: 26-07-2019 of DSC in PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT (General Recruitment) in KRISHNA district.

Sri/Smt/Kum NADAKUDITI AKASH, bearing HT No. 190604004833 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 9:00 AM on 21/10/2019 in the Office of Office of the Superintending Engineer,
Panchayat Raj Circle, Door.No.48-9-11/2,
IInd Floor, Near Power House, Eluru Road,
Gunadala, Vijayawada - 520004,
Krishna District, AP,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

Note:

1 This intimation is only for Certificate Verification and doesn't confer any right whatsoever to claim job.

2.If any candidate failed to attend for Certificate Verification on the above date, will forfeit their candidature and the next candidate in merit in the respective category / community will be considered.

3.If any candidate fails to produce any one of the certificate(s) and the particulars furnished in the application do not tally with the original documents produced by the candidate, the candidature will be rejected / disqualified without any further correspondence.

Sd/-,
COLLECTOR & CHAIRMAN,
District Selection Committee,
KRISHNA District.

To,
The Individual Concerned through website/email

Date:
Place:

To,
The District Collector,
KRISHNA District.

15-3B0

Sir,

I hereby submit my acceptance for the post of Engineering Assistant (Grade-II) Which I have been offered vide Rc.No.A1/EA-GrII/2019/DSC-2019/ ,Dated: /2019 issued by the District Selection Committee/District Collector District.

I hereby accept unconditionally, all the terms and conditions stated in the Appointment Letter issued vide Rc.No.A1/EA-GrII/2019/DSC-2019/ ,Dated: /2019 issued by the District Selection Committee /District Collector District.

I undertake that, I shall comply with all the terms and conditions relating to my appointment and state that I would serve to the best of my knowledge and ability.

I undertake that, I shall be liable for any action that may be initiated against me, if any information or certificates furnished by me is found to be false or incorrect or is misleading either in the antecedent verification form or otherwise, which are submitted for the purpose of securing my employment.

SIGNATURE
(NADAKUDITI AKASH)

Address :
Name :NADAKUDITI AKASH ,
S/o / W/O / D/o :NADAKUDITI DURGAPRASAD ,
19/428-34-1,KOTHI BOMMA ROAD,
CHILAKALAPUDI,URBAN Machilipatnam,

CNGT/NT/12022021/J

12022021

ASHOK LEYLAND

15-3B6

ASHOK LEYLAND LIMITED

SUBJECT: - CONFIRMATION LETTER

DEAR CANDIDATE,

Consequent to the review of your performance during your interview round held with HR Department. We have the pleasure in informing you that, you have been placed as a trainee.

All the terms and conditions as discussed in your interview (described below) remain unchanged till further written confirmation.

All the other terms and conditions as detailed in your joining letter remain un-changed, we look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

The Company will be offering you annual fixed compensation of **(INR 3.5 Lakh).** This Amount does not include allowance and statutory benefits and will be structured in accordance with the Company's Compensation Guidelines. The Designation and Job location will be fixed by ASHOK LEYLAND LIMITED

At the time of reporting, you will come along with photo-copies of all required documents.

REQUIRED DOCUMENTS BY THE ASHOK LEYLAND LIMITED

1) Formal Photograph.
2) ID Proof
3) Qualification Certificates.
4) Experience Proof. (IF ANY)
5) Security Submission Proof.

You have to complete your Document Verification Security **Rs.8, 000/-**(Eight Thousand Indian Rupees only) in favor of company HR department. This payment covers; convince Interview, Courier, accommodation, insurance, Processing & Maintenance charges. The **Refundable** Caution amount deposit of **Rs.8, 000/-** should be paid through any **Nationalized Bank,** Branch closer to you to our **ASHOK LEYLAND LIMITED.**

HR accounting officer in charge of receiving payment of security deposit from Selected candidates.

NAME	**NAVULURI VIJAY KUMAR**
DESIGNATION	**JUNIOR ENGINEER IN PRODUCTION DEPARTMENT**
OFFEREING SALARY	**25,000/- per month + Incentive(3.5 lakh annually)**
ACCOMMODATION	**HOSTEL + CAB + FOOD**
LOCATION	**CHENNAI**

(*3 MONTHS TRAINING PERIOD: 20,000/- per month + Accommodation).

ADDRESS- NO.1, SARDAR PATEL ROAD, GUINDY, CHENNAI-600032.

JOB DESCRIPTION:-

BUSINESS:-

Sales division (USA and overseas), logistics, public relations, financial and accounting, HR and general affairs, product planning, procurement, etc.

ENGINEER:-

Research, product development (design, experiment), production technology, quality control, service (technical sales), product planning, procurement, information technology, production control, etc.

JOB CATEGORY BUSINESS ENGINEER
CAREER PATH-

ASHOK LEYLAND LIMITED conducts human resource development program based on the long-term employment. **ASHOK LEYLAND LIMITED** creates a six-year training plan for each employee to acquire a multi-skill in order to be able to work around the world, not only in U.S.A.
Salary

15-3BG.

To,

Date : 23.05.2019 .

Mr. Navuluri Vijay Kumar
S/o Seetha Ramaiah
HNO :10-609-1,
LandMark : Opp nadikudi Railway Station,
City/Village : Nadikudi,
Post : Nadikudi,
Mandal : Dachepalli,
District : GUNTUR-522414.

Sub : Offer of Training.

With reference to your application and discussions had with you , we are pleased to offer you one year training in **Maintenance** Department at **Unit-2** situated at Chippada Village, Bhemmunipatnam Mandal, Visakhapatnam District on the following terms and conditions

1) You will be on training for a period of one year from the date of reporting as a trainee and you will be paid a stipend of Rs.16000/- per month during the training period.

2) You will be required to undergo pre-training medical check-up. This offer of training is subject to your medical fitness and you will also be required to periodical medical checkup during the training period . If you are not found medically fit , your training will be terminated.

3) You are entitled to seven casual leaves and five sick leaves during training period. You will covered under ESI Act, 1948.

4) You will be given training at any of the company departments, branches & manufacturing units depending on the requirement at the sole discretion of management. If required, you may be asked to undergo training in shifts also.

5) You shall forthwith intimate any change in your residential address as and when any change takes place.

6) Incase , you want to discontinue your training before completion , you have to give three months prior notice in writing or you should pay three months stipend to the company.

7) You should submit for verification the original certificates pertaining to your age and educational qualifications i.e. SSC, Inter & **B.Tech** .

8) After completion of the training period the company at its sole discretion may or may not offer employment and no trainee shall have the right to demand absorption in employment of the company.

9) Your Training is liable for termination at any time without notice or enquiry if you are found indulging in any misconduct.

10) Your progress in training will be reviewed from time to time and if found unsatisfactory ,you training will be terminated without notice.

11) You should submit the following at the time of joining . a) 4 copies of post card size black & white group photo of the candidate with his/her dependent parents , and his/her spouse & children if married. b)4 copies of stamp size colour photo of the candidate. c) A copy of Aadhar card yourself, Father, Mother and your Spouse and children if Married. d) A Copy of SBI savings bank account passbook.

In case the terms and conditions stated above are acceptable to you, please sign on this letter in token of yours. having understood and having accepted the same and shall submit before you join for training.

You should report for training in between 29.06.2019 to 04.07.2019, otherwise the offer of training will be treated as cancelled.

Yours sincerely,

For DIVI'S LABORATORIES LTD

23/5/19

(K.SUBBA RAO)
GENERAL MANAGER (P&A)

I understand the contents of offer of training and I hearby accept the terms and conditions mentioned there in.

Signature.

Road Map: Vizag to Tagarapuvalasa - Bus available. Tagarapuvalasa to Chippada - Autos available ☎ :08922 248917/927

.....39052.....

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190819

M

Offer of Employment
3 messages

HR SCIFED <hr.scifed@gmail.com>
To: ganesh.pala.98@gmail.com

Wed, 19 Jun 2019 at 5:06 pm

Dear P Ganesh,

Congratulations!!

Welcome on board! As per the discussion you are being selected for this position. We're pleased to give you this opportunity to join with us. We were impressed with your background and skills.We are giving you the position of Program Coordinate with the salary of 14000 per month and some PF and ESI deductions will be there according to company's policy and norms.

Please find the following attachment and carry all the required documents for joining formalities(original and photocopies) at the day of joining.Take a print out of this acknowledgement and attached check list.As per the discussion Please confirm us your date of joining on the same.

Any further queries feel free to contact.
Thanks and Regards,
Anesweta Das
Executive-HR
HR Department
Cont.-040-68176335
Mobile-9550559398

CKECK-LIST FOR NEW JOINEE.xls
29 KB

Ganesh PaLa <ganesh.pala.98@gmail.com>
To: mrchsastry@gmail.com

Tue, 16 Jul 2019 at 12:28 pm

[Quoted text hidden]

CKECK-LIST FOR NEW JOINEE.xls
29 KB

Ganesh PaLa <ganesh.pala.98@gmail.com>
To: mrchsastry@gmail.com

Sat, 12 Oct 2019 at 4:09 pm

[Quoted text hidden]

CKECK-LIST FOR NEW JOINEE.xls
29 KB

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

15-300

MEIL/APP0666/2019-20 **Date: 27/05/2019**

Mr.Puppala Mahesh Babu
D No:1-410, Mandalipuram, Avanigadda,
Krishna(d), A.P, Pin:521121.
Mobile No: 9393872986
Email Id: puppalamaheshbabu@gmail.com

Dear Mr.Puppala Mahesh Babu

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Execution - Water Management

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-West Godavari District, Andhra Pradesh to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on 27/05/2019.

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. 1,92,000 **(Rupees One Lakh Ninety Two Thousand 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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GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN,DSC
PRAKASAM DISTRICT

15-3D4

Lr.No.DSC/108/17/190804002223. Date:06/10/2019

26719

CALL LETTER TO ATTAEND CERTIFICATE VERIFICATION TO THE POST OF ENGINEERING ASSISTANT (GRADE-II)

(DSC NOTIFICATION No NOTIFICATION NO. 01/2019, DATED: 26-07-2019)

It is to inform that you are provisionally called for Certificate Verification to the Post of ENGINEERING ASSISTANT (GRADE-II) vide NOTIFICATION NO. 01/2019, DATED: 26-07-2019 of DSC in PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT (General Recruitment) in PRAKASAM district.

Sri/Smt/Kum S SASIDHAR REDDY MADDURI, bearing HT No. 190804002223 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 10:00 AM on 07/10/2019 in the Office of SOCIAL EMPOWERMENT CENTER (TTDC VELUGU BHAVANAM) , BHAGYA NAGAR, 4TH LINE, ONGOLE, PRAKASAM DISTRICT.,PRAKASAM 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

Note:

1. This intimation is only for Certificate Verification and doesn't confer any right whatsoever to claim job.
2. If any candidate failed to attend for Certificate Verification on the above date, will forfeit their candidature and the next candidate in merit in the respective category / community will be considered.
3. If any candidate fails to produce any one of the certificate(s) and the particulars furnished in the application do not tally with the original documents produced by the candidate, the candidature will be rejected / disqualified without any further correspondence.

Sd/-,
COLLECTOR & CHAIRMAN,
District Selection Committee,
PRAKASAM District.

To,
The Individual Concerned through website/email

15-307

MARUTI SUZUKI

SANTOSH RAVURI
Sales Executive
8184927985

#48, 17-4/1, Ring Rd, opp. NTR Health University, Vijayawada, Andhra Pradesh 520008

15-3E4

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:-

29919

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 **SHEIK ABDUL AZEEZ** S/o,D/0,W/o **SHEIK ABDULLA** (HT No:**190504007707**) 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**

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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 **Engineering Assistant (Grade-II)** 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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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 **SE PR, WEST GODAVARI** 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,
WEST GODAVARI District.

To,
SHEIK ABDUL AZEEZ,
1-69,MAIN ROAD,
BADAMPUDI,RURAL UNGUTURU,
WEST GODAVARI,534411
Mobile No : 6300865059

Copy To,
SE PR,WEST GODAVARI District,
The Engineer in Chief, PRED ,
The Commissioner, PR & RD for Information.

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15-3F6

KESTONE

16 July 2019

Mr. Veeramallu Gopi Chand
KSTN-2339

Dear Gopi Chand,
With reference to the interview selection you had with us, we are pleased to appoint you as **"Audience Acquisition Specialist"**, located at **Coimbatore** on a retainer ship basis w.e.f **29 July 2019**. The key role, responsibilities of the position and our expectations from you are as discussed during our meeting.

1. Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters.

2. Please refer to Annexure – I for your monthly retainer ship fees & other payment terms as agreed.

3. **Non – Disclosure Agreement**
   You will not, at any time, without the consent of the reporting head or above, disclose or divulge or make public except on legal obligations any information regarding the company's affairs or administration or research carried out, whether the same be confined to you or become known to you in the course of your service or otherwise. If you are responsible of any breach to this contract, the Company can terminate this contract without any notice. In addition you are liable to legal action that the company may choose to initiate for such a breach of contract and recovery of losses, if any.

4. **Termination Notice**
   In case of violation of any conditions, the contract will be terminated without any notice and a suitable legal action will be taken. This contract of retainer ship is terminable by giving **30 days notice** by either side, or either party is not bound to give any reason thereof.

5. This contract is valid for 3 months starting from **29 July 2019** to **30 January 2020**. This contract can be extended/renewed/ended based on your performance over the period of time and mutual discussions.

6. You are required to submit a copy of your PAN Card No. Further, if you charge the service tax (if applicable) you should submit a copy of service tax registration certificate and also claim the amount separately in your monthly bill as per the applicable rates.

7. You would be provided with company assets, however you would be required to sign asset declaration along with required documents, on resignation from services your full and final settlement will be subject to hand over the assets in proper/working conditions.

KESTONE

Annexure - I

	Gross per month	TDS per month	Net Pay per month	Remarks
Veeramallu Gopi Chand	**INR 17,778**	INR 1,778	INR 16,000	10% on Submission of PAN Card
	INR 17,778	INR 3,556	INR 14,222	20% on Non Submission of PAN Card

We look forward to welcoming you to our team. Please sign and return duplicate copy of this letter as a token of your formal acceptance of this offer.

With Best Regards,

Yours truly,
For Kestone Integrated Marketing Services Pvt. Ltd

Kestone Integrated Marketing Services Pvt. Ltd.

Authorized Signatory

(Acknowledgment)

I hereby accept the above-mentioned terms and conditions.

Name: Signature: Date:

Gmail

tarun dittakavi <tarundittakavi@gmail.com>

Fwd: Offer of Employment(15481A03G0)

1 message

15-340

040619

ramu voonna <voonnaramu103@gmail.com>
To: tarundittakavi@gmail.com

Mon, Oct 14, 2019 at 12:16 PM

-------- Forwarded message --------
From: **HR SCIFED** <hr.scifed@gmail.com>
Date: Tue, 4 Jun 2019, 12:30 pm
Subject: Offer of Employment
To: <voonnaramu103@gmail.com>

Dear Voona Ramu,

Congratulations!!

Welcome on board! As per the discussion you are being selected for this position. We're pleased to give you this opportunity to join with us. We were impressed with your background and skills.We are giving you the position of Program Coordinate with the salary of 12000 per month some PF and ESI deductions will be there according to company's policy & norms.

Please find the following attachment and carry all the required documents for joining formalities(original and photocopies) at the day of joining.Take a print out of this acknowledgement and attached check list.As per the discussion your date of joining is on 20th Jun 2019.So report to the office by 10:00AM.

If you are OK with this please confirm us on the same .Any further queries feel free to contact.

CKECK-LIST FOR NEW JOINEE.xls
29K

16-5-301

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

MEIL/APP0662/2019-20

Date: 27/05/2019

Mr.Pusuluri Teja
H No:143/1, 10th Wars, Nehru Nagar Road, Near Anganwadi,
Gudlavalleru, West Godavari(d), A.P, 534356.
Mobile No: 9705604805
Email Id: tejam253@gmail.com

Dear Mr.Pusuluri Teja

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Execution - Water Management

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-West Godavari District, Andhra Pradesh to undergo training program with our Organization under the following terms and conditions:

1. **Date of Employment:** You shall join us on 27/05/2019.

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. 1,92,000 (Rupees One Lakh Ninety Two Thousand 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...

SCT PC (A[illegible]) (Men & Women) : : Provisional Se[illegible]ction List

16-5-303

2/2018,dtd:12/11/2018 **Unit: Krishna**

egdNo	Name of the Candidate	DOB	Cat	Gender	NCL	Ex-Ser	MSP			NCC			HG	CPP	CDI	CJP	ABO-ST	Height	Weight	Insp.	Exp.	Total Marks	Local Dist.
							1	2	3	A	B	C											
000829	KOTA NAGARAJU	22/10/1995	SC	Male	--NA--	No	No	No	No	No	No	No	No	No	No	No	No	174.40	--NA--	81	7	114.00	KRI
057246	KONA RAKESH	20/08/1994	SC	Male	--NA--	No	No	No	No	No	Yes	Yes	No	No	No	No	No	172.40	--NA--	81.2	6.6	112.50	KRI
117913	DASARI SRIKANTH	10/12/1997	SC	Male	--NA--	No	No	No	No	Yes	No	No	No	No	No	No	No	168.80	--NA--	81.1	8.3	112.50	KRI
195799	KANCHARLA KEERTHI 16-5-303	17/06/1998	SC	Female	--NA--	No	No	No	Yes	No	No	No	No	No	No	No	No	156.10	45.9	--NA--	--NA--	87.00	KRI
100677	AZMEERA BHIKSHALU	06/01/1996	ST	Male	--NA--	No	No	No	No	No	No	No	No	No	No	No	No	165.80	--NA--	82	7	111.00	KRI

KUMAR VISHWAJEET, IPS
Chairman,
State Level Police Recruitment Board,
Andhra Pradesh, Mangalagiri.

16-5-314

KMV/019/14

KMV Projects Ltd.

Ref: KMV/HRD/PS/2019-20/JUNE/

10th June, 2019

Mr. MURARI NAVEEN
S/o. M.NARASIMHA RAO
1-140 MAIN ROAD KURADA
GUDLAVALLERU, KRISHNA DIST.

Dear Mr MURARI NAVEEN

With reference to your application and the subsequent interview you had with us, you have been appointed as **"Graduate Trainee Engineer – GET (Mechanical)"**on Project Specific Fixed Term 12 months, effective from **11th July, 2019.** Your job location/place of work will be at our **"Karnataka Region".**

Following are the terms and conditions of your appointment:

1. You will be reporting to "Project Head". You are expected to focus well and fulfilyour training responsibilities effectively. You are required to maintain high standards of discipline, dedication and integrity. You will be governed by the rules & regulations and practices of the organization as in force from time to time.
2. On project specific employment prospect, you are permitted for "On-The-Job Training" for a period of one year from your date of joining. Company reserves the right to extend the training period or to terminate this project specific employment in the event of unsatisfactory performance/ misbehavior / non-learning cases, it will be at final discretion of the management.
3. During the period of your employment, you shall not devote your time to any other assignments or employ with any other organization, even on honorary or for any other reasons.
4. **Remuneration & Other Benefits:**
   - During the 1st 12 months of training, stipend will be provided as follows:

Pay Particulars	Per Month (INR)	Per Annum (INR)
Gross Salary in Rs.	10,000/-	1,20,000/-

Other Benefits:

In addition to your Gross Salary

- Employer Contributions to EPF, ESIC/EC will be given, as per statutory norms.
- Free food & accommodation will be provided to you at all our project site locations.
- You will also be covered under employee compensation accidental insurance.

Particulars	Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF	480/-	5,760/-
ESIC / EC	475/-	5,700/-
Food & Accommodation (Estimate Value in Rs.)	6,000/-	72,000/-
Total Value in Rs.	**6,955/-**	**83,460/-**

Note: - After successful completion of 1 year training period, based upon recommendations GETs will be taken into Regular Rolls and will be designated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073
CIN: U45400TG2007PLC053432

Regional Office: # 302, 3rd Floor, 7 East Park Road, Kumara Park (E), Bengaluru - 560 020.

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

16-5-315

071019

DISTRICT SELECTION COMMITTEE
PROCEEDINGS OF THE COLLECTOR & DISTRICT MAGISTRATE, KRISHNA, MACHILIPATNAM
PRESENT : SRI A.Md. IMTIAZ, IAS.,

Procgs.No.A1/EA-Gr.II/DSC-2019/2019 **Dated.07.10.2019.**

Sub : Public Servants – Panchayat Raj Institutions - Recruitment of Engineering Assistant Gr-II – Provisionally selected through District Selection Committee, Krishna – Allotted to Superintending Engineer, PR Circle, Machilipatnam at Vijayawada, Krishna District – Place Posting Orders – Issued.

Ref : 1. GO MS No. 110, PR& RD Dept. (MDL-1) dt. 19.07.2019.
2. Recruitment NOTIFICATION No. /2019, dt. 26.07.2019 for the post of Engineering Assistant Gr-II.
3. Note orders dt. 28.09.2019 of the District Collector and Magistrate, Krishna district.
4. Option of the individual dt.07.10.2019

><><><

ORDER:-

The Chairman and District Collector, District Selection Committee in the proceedings 3rd cited has allotted Sri/Smt/Kum. **KUTHADI NAGA VENKATESH** who was Provisionally selected and appointed as Engineering Assistant Gr-II and allotted to the Superintending Engineer, PR , Krishna with a direction to issue place postings.

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 successfully completion of probation you will be placed in the Pay Scale of Rs.14600- Rs.44870 in RPS 2015

As per the option exercised by the individual at the time of counselling on 07.10.2019, he/she is hereby posted as Engineering Assistant Gr-II to **KURADA** Village Secretariat of **GUDLAVALLERU** Mandal and directed to report before the Panchayat Secretary of concerned Village Secretariat immediately. He is informed that he will act as Assistant to the Regular Panchayat Secretary, if there is a regular Panchayat Secretary in the said Village Secretariat.

The above Panchayat Secretary is directed to admit the individual and intimate the date of joining of the individual to this office and Officers concerned immediately and directed to extract the work as per the job chart prescribed for the post.

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

for Collector

7/10/19

To
Sri/Smt/Kum. **KUTHADI NAGA VENKATESH**
The Panchayat Secretary/Special Officer concerned.
Copy to the Mandal Parishad Development Officer concerned.
Copy to the Divisional Panchayat Officer concerned.
Copy to the STO/ATO concerned.
Copy to the Extension Officer (PR&RD) concerned.
Copy submitted to the District Collector, Krishna for favour of information
Copy submitted to the Commissioner, PR&RD, A.P., Tadepalli, Guntur dist. for information.

Scanned by CamScanner

16-5-329

71019

DISTRICT SELECTION COMMITTEE
PROCEEDINGS OF THE COLLECTOR & DISTRICT MAGISTRATE, KRISHNA, MACHILIPATNAM
PRESENT : SRI A.Md. IMTIAZ, IAS.

Procgs.No.A1/EA Gr.II/DSC-2019/2019 **Dated 07.10.2019.**

Sub: Public Services - Panchayat Raj Institutions - Recruitment of Engineering Assistant Gr-II - Provisionally selected through District Selection Committee, Krishna - Allotted to Superintending Engineer, PR Circle, Machilipatnam at Vijayawada, Krishna District - Place Posting Orders - Issued.

Ref: 1. GO Ms No. 110, PR& RD Dept. (MDL-1) dt. 19.07.2019
2. Recruitment NOTIFICATION No /2019, dt. 26.07.2019 for the post of Engineering Assistant Gr-II
3. Note orders dt. 29.09.2019 of the District Collector and Magistrate, Krishna district
4. Option of the individual dt 07.10.2019

><><><

ORDER:-

The Chairman and District Collector, District Selection Committee in the proceedings 5th cited has allotted Sri/Smt/Kum. **VEERANKI SAMBASIVA RAO** who was Provisionally selected and appointed as Engineering Assistant Gr-II and allotted to the Superintending Engineer, PR, Krishna with a direction to issue place postings.

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 successfully completion of probation you will be placed in the Pay Scale of Rs.14600- Rs.44870 in RPS 2015

As per the option exercised by the individual at the time of counselling on 07.10.2019, he/she is hereby posted as Engineering Assistant Gr-II to **LELLAGARUVU** Village Secretariat of **GUDURU** Mandal and directed to report before the Panchayat Secretary of concerned Village Secretariat immediately. He is informed that he will act as Assistant to the Regular Panchayat Secretary, if there is a regular Panchayat Secretary in the said Village Secretariat.

The above Panchayat Secretary is directed to admit the individual and intimate the date of joining of the individual to this office and Officers concerned immediately and directed to extract the work as per the job chart prescribed for the post.

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

for Collector & District Magistrate

7/10/19

To
Sri/Smt/Kum. **VEERANKI SAMBASIVA RAO**
The Panchayat Secretary/Special Officer concerned.
Copy to the Mandal Parishad Development Officer concerned.
Copy to the Divisional Panchayat Officer concerned.
Copy to the STO/ATO concerned.
Copy to the Extension Officer (PR&RD) concerned.
Copy submitted to the District Collector, Krishna for favour of information
Copy submitted to the Commissioner, PR&RD, A.P., Tadepalli, Guntur dist. for information.

16-5-333

KMV2019 33

KMV Projects Ltd.

Ref: KMV/HR[illegible]-20[illegible]/

10th June, 2019

Mr. SADA V[illegible] ANYAM
S/o. S.V.RA[illegible]
3-299 SIVALAY[illegible] LLAP[illegible]
EAST GODAV[illegible]

Dear Mr SAD[illegible] S[illegible] HIMA[illegible] M

With reference t[illegible] and the [illegible]sequent interview you had with us, you have been appointed as "G[illegible] ngineer [illegible] ET (Mechanical)"on Project Specific Fixed Term 12 months, effective [illegible] 19. Y[illegible] location/place of work will be at our "Karnataka Region".

Following are the [illegible] ions [illegible] r appointment:

1. You will [illegible] roject [illegible]". You are expected to focus well and fulfilyour training responsib[illegible] You [illegible] required to maintain high standards of discipline, dedicatio[illegible] ou w[illegible] verned by the rules & regulations and practices of the organizat[illegible] e.
2. On projec[illegible] ment [illegible] ct, you are permitted for "On-The-Job Training" for a period of [illegible] our [illegible] f joining. Company reserves the right to extend the training p[illegible] ect specific employment in the event of unsatisfactory performa[illegible] rning cases, it will be at final discretion of the managem[illegible]
3. During t[illegible] ent, you shall not devote your time to any other assignme[illegible] oy [illegible] r organization, even on honorary or for any other reasons.
4. Remunera[illegible]
   - Du[illegible] 2 [illegible] ng, stipend will be provided as follows:

Pay P[illegible]	[illegible] (INR)	Per Annum (INR)
Gross	1[illegible]	1,20,000/-

Other Benefits:

[illegible] addition to you[illegible] ry

- En[illegible] ons [illegible] ESIC/EC will be given, as per statutory norms.
- Fre[illegible] oda[illegible] be provided to you at all our project site locations.
- Yo[illegible] red [illegible] ployee compensation accidental insurance.

Parti[illegible]		Per Month (Value in Rs.)	Per Annum (Value in Rs.)
EPF		480/-	5,760/-
ESIC		475/-	5,700/-
Food	[illegible] (E[illegible] ue in Rs.)	6,000/-	72,000/-
Tota[illegible]		6,955/-	83,460/-

Note: - After succ[illegible] of [illegible] ning period, based upon recommendations GETs will be taken into [illegible] wi[illegible] nated as "Assistant Engineer".

Contd..2..

Corporate Office (Regd): 8-3-9[illegible] Level 4, Solitaire Plaza, Beside [illegible] Hospital, Ameerpet, Hyderabad - [illegible]
CIN: U45400TG2007PLC053432

[illegible] al Off[illegible] Floor, [illegible] Park [illegible] k (E), [illegible] uru - [illegible]

T +91 40 3017 1111
F +91 40 2373 5293
Email: projects@kmvgroup.com
www.kmvprojects.com

Megha Engineering & Infrastructures Ltd.

An ISO 9001-2015 Company

meil

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

Date: 27/05/2019

MEIL/APP0661/2019-20

Mr.Pandi Saikumar
D No 48/A, Peruru(v), Mudinepalli(p),
Krishna(d), A.P, Pin:521325.
Mobile No: 9705047024
Email Id: psai9705@gmail.com

Dear Mr Pandi Saikumar

Sub: Offer of Appointment for the position
Graduate Engineer Trainee (T) - Execution - Water Management

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-West Godavari District, Andhra Pradesh to undergo training program with our Organization under the following terms and conditions.

1. **Date of Employment:** You shall join us on 27/05/2019.

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. 1,92,000 (Rupees One Lakh Ninety Two Thousand 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..

15-4A) W 46/140

Cognizant

Dear Dharmikananda Srinivas Katta ,

Candidate ID: 13532854

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. Please Click here to accept your Date of joining (DOJ).

Reporting Time : 9:00 AM
Joining Venue : Cognizant Technology Solutions India Pvt Ltd. Plot No: 129 to 132, APIIB Colony, Lords Conference Hall, 8th Floor, Phase-3(Block-1), DLF Building, Opp to Old CMC Office, Gachibowli, Hyderabad-500032
Date Of Joining : 24 Dec 2019

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to login to One Cognizant & ensure that you complete the online forms & photo upload at least 3 days before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (IC) portal at least two days before your DOJ. Onboarding Pass would be generated one day before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the IC portal would be disabled one day prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process
Password: Password that was created by you after registration

Please use the authentication key (A8DE2B34C2894403) to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

Marksheets & Certificates (Original & 2 Xerox copy attested by Notary public member or Gazette officer)

For 2017 Batch pass outs

1. Latest Degree - All Semester-wise marksheets or consolidated marksheet
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University

For 2015 & 2016 Batch pass outs

1. 10th Standard marksheet
2. 12th Standard marksheet
3. Diploma marksheet & Diploma certificate (only applicable for recruits who have completed diploma)
4. UG-All Semester-wise marksheets or consolidated marksheet (mandatory for both UG & PG recruits)
5. UG-Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)
6. PG-All Semester-wise marksheets or consolidated marksheet (mandatory for PG recruits only)
7. PG-Provisional or Degree or Convocation certificate issued by the University(mandatory for PG recruits only)

Government ID proofs (Original & 1 Self-Attested Xerox copy)

1. PAN Card (issued in your Name)
2. Valid Indian Passport (Front & Back) or Passport acknowledgement receipt with Appointment details generated post payment
3. Aadhaar Card (issued in your Name) or Aadhaar Card Enrollment Acknowledgement slip

Other Mandatory Documents

1. Onboarding Pass
2. Four passport-size color photographs

- Please have the electronic copy of the all the above documents available in your personal mailbox.
- If any of the above mandatory documents are not available, you would not be considered for onboarding.
- In case any of the original marksheets are lost and duplicate attested marksheets are available, Please bring the FIR copy for the old marksheets as well as the duplicate attested copy.
- Please note that the offer letter will be declared invalid and treated as revoked in the event of any discrepancy in your records, documents and information that you have submitted to Cognizant.

Dress Code:

Broadly, the dress code policy is as follows:

For Day 1: Business Formals with appropriate footwear.

Please avoid on all days:

Ladies: Shorts, cargo trousers, capris, round-neck t-shirts, short/multi-colored shirts, t-shirts / shirts with competitor's logos/controversial messages.

Gentlemen: Open shoes, slippers, sandals, shorts, cargo trousers, round-neck and muscle fit t-shirts, shirts with competitor's logos/controversial messages.

15481A04A2

STRICTLY PERSONAL

Name: K. Nissi Pearl
Date : 19.02.19

Sub: Letter of Intent

Dear Nissi Pearl.

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on ~~May/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 12200 /- **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: K. Nissi Pearl.

Signature: K. Nissi Pearl.

Date: 26/2/19

Received original copy.

15-4A3.

Mindtree Ltd - Candidate ID to complete the Wufoo Form - June 29th 2019 Batch

1 message

Campus <Campus@mindtree.com>
To: kesana.hemanth385@gmail.com <kesana.hemanth385@gmail.com>

Fri, 24 May, 2019 at 5:51 PM

Dear Hemanth Kesana,

Greetings from Mindtree.

We take pleasure to inform you about your Joining Date with us.

Joining Date with Mindtree	**June 29th 2019, Saturday**
Joining Location	**Bhubaneshwar - Mindtree Kalinga**

We suggest you to complete the Yorbit courses which are mandatory for your onboarding. Please note incompletion or partial completion of Yorbit courses will not be considered for your onboarding.

Also, you should complete the Degree which you are now pursuing without any backlog at the time of joining with us.

As we are preparing for your on-boarding on **June 29th 2019** (Joining Date), kindly ensure to fill up the Wufoo forms - Campus Mind Data & Travel Data (will be shared in subsequent mail)

Candidate ID to fill in the form – 80010358

Regards

Mindtree Campus Talent Acquisition Team

http://www.mindtree.com/email/disclaimer.html

15-443

Mindtree
Welcome to possible

08 Oct 2019
Hemanth Kesana

Employee No: M1053771

Dear Hemanth,

We are pleased to inform you that your work location will be BANGALORE Office with effect from 08 Oct 2019.

All other terms and conditions of employment will remain unchanged.

The relocation entitlements, as applicable for you, please refer to policy for more details.

We wish you a long and successful career with Mindtree.

Thank you.

Kumar Visvanathan
General Manager – People Function

1548IA04A3

Letter of Intent - Kesana Hemanth - Ref. No.: 8397163

1 message

<careers@wipro.com>
To: kesana.hemanth385@gmail.com
Cc: manager.campus@wipro.com

Sat, Jan 12, 2019 at 7:15 AM

Campus - Letter Of Intent

January 12, 2019

Dear Kesana Hemanth,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15-4A5

Dear Kodali Syamala

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of '**Software Engineer**' 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April 2019.**

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

::DISCLAIMER::

This email and any files transmitted with it are confidential and may contain confidential health or other information intended only for the use of the individual or entity named to whom they are addressed. The information her ein is <
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1:21

15 A6 CW

Dear Asha Kollipara,

Greetings from Mindtree.

We take pleasure to inform you about your Joining Date with us.

Joining Date with Mindtree	**June 29th 2019, Saturday**
Joining Location	**Bhubaneshwar - Mindtree Kalinga**

We suggest you to complete the Yorbit courses which are mandatory for your onboarding. Please note incompletion or partial completion of Yorbit courses will not be considered for your onboarding.

Also, you should complete the Degree which you are now pursuing without any backlog at the time of joining with us.

As we are preparing for your on-boarding on **June 29th 2019** (Joining Date), kindly ensure to fill up the Wufoo forms - Campus Mind Data & Travel Data (will be shared in subsequent mail)

Candidate ID to fill in the form – **80010362**

Regards

Mindtree Campus Talent Acquisition Team

K. Ashasree
15481A04A6

Mindtree

Date:08-Feb-2019

To

Asha Kollipara
GUDIVADA

Dear Asha Kollipara,

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.

K.Ashasree

Cognizant

15-4A8

26-Feb-2019

Dear Koppu Ramya
Nandigama, B.Tech/B.E.,
CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13003996

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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:

Letter of Intent

Doc Ref. No.:QC20191340 Date of Issue: 12th JUNE 2019

Dear **KOTA 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.

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.

Ref: TCSL/CT20182543642/1186562/Hyderabad
Date: 18 April 2019

MR. VENKATA SUBBA NAIDU KOTA
1-78,Chirrikurapadu null,
Jarugumalli Mandal, PRAKASAM,
Andhra Pradesh-523271.
Tel# 917095673182

Sub: Joining Letter

Dear Mr. Venkata Subba Naidu Kota,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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

15-432

acuvate™
...where Acumen drives Innovation

Acuvate Software Private Limited
MJR Arcade, 1st, 2nd Floor, Plot No. 1000,
Gundlur Society, Khanamet, Madhapur,
Hyderabad - 500 081
Tel : +91- 40-67333777, Fax : 67333778
www.acuvate.com
CIN : U72200TG2006PTC051469

Reference # HR/REC/20190207/01

Date: 07th February 2019

To,

Mr K J Sree Bhargava,
15/206, S N Puram, Gudivada,
Krishna, Andhra Pradesh.
Pin-521301

Dear Bhargava,

Congratulations upon your selection and choice of Acuvate to build value additions to your Career!

"We welcome you to Acuvate' s family"

A new assignment, office, culture and colleagues, await you to team up with you and successfully deliver the paradigm shift in the way IT services and consulting is delivered to our customer relationships all-round the globe.

Work life at Acuvate is about excitement and constant engagement to emerge as innovator at all times.

We invite you to be a part of the journey and fuel to make it even a better place!

We are pleased to offer you the position of ***Software Engineer- Trainee*** *" with effect from* ***07th February 2019.***

Warm Regards,

Anil Reddy
Assistant Manager-HR

15481A04B2

Gmail

Sree Bhargava <jagannadhbhargav@gmail.com>

offer letter

3 messages

Sree Bhargava <jagannadhbhargav@gmail.com> 1 February 2019 at 11:58
To: Sai Kiran <saikiranpresident@gmail.com>

Welcome to Acuvate !!

We hope you will set an example of diligence, dedication and commitment and contribute your best efforts to Acuvate and help us in becoming a world leader in our space. Your joining date **07th February 2019.**Your base location is **Hyderabad.** You need to report at **10:00 AM**.

Please send in a softcopy & Hard copies of above need to be submitted at time on onboarding .

- A copy of your Educational Qualification certificates and consolidated Mark Sheets (X, XII, Graduation, last academic certificate)
- A copy of your Passport & Pan card.
- A copy of your offer and Relieving Letter and Letter of Experience from all the previous Employers (if applicable)
- 5 passport sized photographs
- Copy of Form 16 (if applicable)
- 2 Copies of Photo ID & Address Proof.

cid:image001.jpg@01D48D8D.D4726940

Noted : Please share travel ticket with acceptance.

Thanks & Regards,
Anil Reddy
Assistant Manager – HR
Acuvate Software Pvt Ltd|1st & 2nd Floor MJR Arcade, Ayyappa Society,Madhapur.
Ext : 723 |Mobile: +91 – 9100965067.
www.acuvate.com | www.botcore.ai |

2 attachments

image001.jpg
58K

Acuvate Offer Letter.pdf
538K

Sai Kiran <saikiranpresident@gmail.com> 1 February 2019 at 12:22
To: Sree Bhargava <jagannadhbhargav@gmail.com>

15-4B3

Dear Kothapalli Jethin Raju

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of **'Software Engineer'** 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April 2019.**

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

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Letter of Intent

Doc Ref. No.:QC20191341 Date of Issue: 12th JUNE 2019

Dear **KOTHI VAMSIDHAR**,

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.

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Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
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(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
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(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

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15481A04B5

Gmail

Siva Kalyan <sivakalyan307@gmail.com>

Letter of Intent - Kotipalli Siva Kalyan - Ref. No.: 8463129

2 messages

careers@wipro.com <careers@wipro.com>
To: sivakalyan307@gmail.com
Cc: manager.campus@wipro.com

Wed, Jan 16, 2019 at 10:32 AM

Campus - Letter Of Intent

January 16, 2019

Dear Kotipalli Siva Kalyan ,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

Date: **24 JULY 2019**

Name : Kuna PratapKumar

Address : D.No: 2-20, Jogipadu
Srikakulam, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear PratapKumar,

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 2019.**
- 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:_____

K. Lalith.
15481A04B9. 57/140

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184467256/Hyderabad
Date: 09/10/2018

Mr. Lalith Kongara
60-20-4,T2,Abhinaya Apartments,Sunnapubattila CenterAshok Nagar,
Sunnapubattilu,
Vijayawada-520010,
Andhra Pradesh.
Tel# 91-7780634741

Dear Lalith Kongara,

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. 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 48 hours, 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 issued 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

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APPOINTMENT LETTER

April 30, 2019

Ms. Lingam Hema Harshitha Harshitha Hema Harshitha
D/O Mohan Venkateswara Naidu
Bypass Road Near Old Post Office
Kaikaluru- 521333
Andhrapradesh

Dear **Lingam Hema Harshitha Harshitha Hema Harshitha**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:
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Bengaluru 560 035
India
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F : +91 (80) 2844 0054
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W : wipro.com
C : L32102KA1945PLC020800

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.

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.

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APPOINTMENT LETTER

April 30, 2019

Ms. Lingam Hema Harshitha Harshitha Hema Harshitha
D/O Mohan Venkateswara Naidu
Bypass Road Near Old Post Office
Kaikaluru- 521333
Andhrapradesh

Dear **Lingam Hema Harshitha Harshitha Hema Harshitha**,

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b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

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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.

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d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 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.

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 upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/___/_____ **Signature:.....**

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
b. Contingency loan of Rs.50,000/- 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:

a. Individual linked parameter: Based on number of days 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. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

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.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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 appointment. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount 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. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

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 pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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TATA

Ref: TCSL/CT20182422263/1233593/Hyderabad
Date: 18 April 2019

MS. SAI VINEELA LUKKA
Ravi Studio, Opp Veternary Hospital,Main Road, Gudivada, Krishna District null,
Main Road, Gudivada,
Andhra Pradhesh-521301.
Tel# 917799392600

Sub: Joining Letter

Dear Ms. Sai Vineela Lukka,

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 2019** and your training location is **Bangalore** . We are pleased to inform you that your work location is **Bangalore** 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
Gate 1 No 42,
Think campus Electronic City phase II,Karnataka,
Bangalore, Karnataka-560100.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 9108067242000
Email Id: paul.f@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

TATA

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.

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

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the 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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Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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M.K.Mounica
15481A04C3 -

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STRICTLY PERSONAL

Name: M.K. Mounica
Date : 19.02.19

Sub: Letter of Intent

Dear Mounica

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May / 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 12200 /- **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:

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

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OFFER & APPOINTMENT LETTER

Offer Release Date: November 26, 2021

Dear MADDALA Sai Teja,
D.no:3-111,kavaturam Village , Gudlavalleru Mandal, MANDAL,
Andhra Pradesh, India, .

Dear **MADDALA Sai Teja,** 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 26, 2021** at 9:00 A.M at the following address **Obsolete-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 3,65,000** 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.

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,

Signature of Employee:
HCL

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

For HCL Technologies Ltd.

Amrita

Amrita Das

Vice President, Head-Global Rewards

HCLT Confidential

Signature of Employee:

15-4C7

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wipro

APPOINTMENT LETTER

April 30, 2019

Ms. Maddula Sai
D/O M Venkateswar Rao
Besides Karur Vysya Bank
Poranki
Vijayawada- 521137
Andhrapradesh

Dear **Maddula Sai**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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PRIVATE & CONFIDENTIAL

Ravi Kiran Venkata Sesha Maganti Annavarapu
54-19-2/3,
F-3,Aravinda Apts,Near Govt ITI
Vijayawada
520008
India

August 1, 2020

Dear Ravi Kiran Venkata Sesha Maganti Annavarapu,

EMPLOYMENT CONTRACT

This is your Employment Contract ('**Contract**') and contains the key terms and conditions of your employment.

Your employment is subject to you having the right to work in India and successful completion of your apprenticeship/ training.

1. Commencement Date

1.1 Your employer is BT e-Serv (India) Private Limited (Company) having its registered office at Eros Corporate Tower, 11th Floor, Nehru Place, New Delhi, 110019, India. Your employment with the Company will commence on the date set out in section 2 of Appendix 1 to this Contract (Commencement Date).

2. Probation Period

2.1 As a candidate who has successfully completed their apprenticeship with BT e-Serv (India) Private Limited as an apprentice, you will not be required to undergo probation under this Contract. Please note that your employment is conditional on your not being subject to any disciplinary and/or performance process for any act or omissions during your apprenticeship/training with BT e-Serv (India) Private Limited as an apprentice.

2.2 Please also note that for all purposes, including the calculation of statutory and company provided benefits and for determination of continuity of service, the term of your employment with us shall commence from the Commencement Date and all statutory and contractual benefits shall accrue from such date. You understand and agree that, to the maximum extent permissible by law, any time spent as an apprentice/trainee associate with BT e-Serv (India) Private Limited as an apprentice or any BT Group company shall not count towards the

BT e-Serv (India) Private Limited
CIN: U72900DL2007PTC169335
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

employment period used to calculate statutory benefits and/or any benefits under company policy.

3. Role and Duties

3.1 You are employed in the role, title and reporting structure as set out at Section 1 of Appendix 1 to this Contract,

3.2 You may be required to undertake such other duties as the Company may reasonably require from time to time. If your duties or position with the Company changes for any reason, then the terms of this Contract (including clause 12) will continue to apply, unless expressly varied in writing.

3.3 During the course of your employment you are expected, at all times, to maintain professional and responsible standards of conduct/behaviour, attendance and performance. In particular you will:

(a) unless prevented by ill-health, devote the whole of your working time, attention and abilities to the business of the Company and not undertake any outside work without the written consent of the Company;

(b) diligently perform the duties assigned to you by the Company;

(c) agree to keep and maintain adequate and current records (in the form of notes, minutes of meetings, sketches, drawings, etc. and in any other form that may be required by the Company) of your work (including all inventions and proprietary information as per the Employee Proprietary Information, Inventions and Non-Competition Agreement). You agree that such records shall be made available to and remain the sole property of the Company at all times;

(d) comply with all reasonable and lawful directions given to you by the Company;

(e) report any wrongdoing or proposed wrongdoing by you or any other person working with the Company including any employee, director, apprentices, contract workers, suppliers, customers of the Company;

(f) allow the Company to inspect, at any time with or without notice, any property situated on the Company's premises and owned by the Company, including disks, computers, other storage media, filing cabinets or other work areas, which is in your possession or control;

(g) use your best endeavours to promote, protect, develop and extend the business of the Company;

(h) comply with applicable BT policies, as introduced and amended from time to time;

BT e-Serv (India) Private Limited
CIN: U72900DL2007PTC169335
Registered Office:
11th Floor, Eros Corporate Tower
Opp. International Trade Tower
Nehru Place,
New Delhi - 110 019, India
Tel.: +91 11 4781 1111
Fax: +91 11 4103 4438

www.bt.com

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HIGHLY CONFIDENTIAL

28-September-2021

Malla Divakar
D.No. 2-68/A, Bobbarlanka, Mopidevi (Mandal), Andhra Pradesh - 521125

Dear Divakar,

Welcome to Vodafone!

We are pleased to offer you the position of **Senior Executive, Networks** with **Vodafone India Services Private Limited**. The current role is subject to change depending upon work assignment from time to time. The terms and conditions of the offer are mentioned below.

1. Your place of work will be **EON Free Zone, Kharadi, Pune - 411014.** During your employment with the Company, depending upon business requirements, you may be transferred/ deputed to any operating office or location of the Company or any Group company which may come into existence in future, in India or Abroad; or you may be required to work from home which shall at all times be based out of the home address as per office records, unless otherwise approved by the company in writing . You are expected to keep your home address updated at all times in company records during the course of your employment and maintain reasonable infrastructure at home to perform your services effectively while you are working from home (details will be provided separately). You understand that the Company shall provide you with the necessary equipment, and IT assets as may be required to perform your services efficiently. You shall be responsible for any damage to the assets provided to you by the Company during and post termination of your employment and you agree to the same.
   For adherence to the applicable regulation related to your employment and all other matters connected with the employment and to provide you any organizational support and assistance that you may require from time to time, your assigned office location be **Pune, EON**. However, your services are transferable, and you may be assigned to any other department, function, location or to another company under the same management, whether existing or to be set up in future. In such cases, your employment will be governed by the terms and conditions of service applicable at the new undertaking.
2. You are expected to join as early as possible and not later than **25-October-2021** after which the offer shall automatically stand withdrawn, unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.
3. You will be on **probation for a period of six months** from date of joining. You will be auto confirmed upon successful completion of the probation period.
4. This is not a regular offer of appointment but a letter of intent. The "letter of appointment" will be issued at the time of joining.
5. This letter of intent is conditional and subject to clearance of the **reference check** for employment and education.*

6. Please submit self-attested copy of the following documents on the day of joining, failing which the offer stands cancelled.
   - The relieving / resignation acceptance letter from your present employer
   - 3 passport size photographs & a copy of your PAN card

7. The Compensation and Benefits Program applicable at **Band I** is enclosed for your reference in **Annexure 1 & 2**. Please note the monetary & non - monetary benefits applicable to you are liable to change in case of any change in the current Role/Grade or if the existing policies & guidelines undergo changes.
8. We reiterate that the compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with utmost seriousness.
9. Delay or omission in exercise of any right or remedy shall not impair such right or remedy or be constructed as a waiver.

Please return the duplicate copy of this letter duly signed indicating acceptance of terms and conditions of employment. Please note that this offer letter shall automatically stand withdrawn in case we do not receive the acknowledgement acceptance within fifteen days from the issue of this letter.

We once again would like to thank you for your interest in seeking a career with Vodafone and wish you a successful career with **Vodafone India Services Private Limited**.

Yours sincerely,

For **Vodafone India Services Private Limited.**

Gopal Saha
General Manager – Resourcing

ACKNOWLDEGEMENT & ACCEPTANCE
I have read and understood the above terms and conditions and hereby accept the same.

SIGNATURE: _____

NAME: _____

DATE: _____

* Some roles required 'Address verification' and 'Criminal Record' verification also. Based on your role, you will be informed regarding these verifications by the recruiter.

Annexure : Compensation Details - Total Target Cash (TTC)		
Name	Malla Divakar	
Designation	Senior Executive	
Band	I	
	Monthly Amount (in INR)	Annual Amount (in INR)
Component (A)		
Basic Salary	13,480	161,755
House Rent Allowance (HRA)	6,740	80,878
Management Allowance	12,995	155,911
Component (B) - Retirals [1]		
Provident Fund (Company Contribution)	1,800	21,600
Total Fixed Pay (A+B)	35,012	420,144
Component (C) - Target Incentive [2]		
Target Incentive is @ 10% of Fixed Pay	3,501	42,014
Total Target Cash [3] (Fixed Pay + Incentive)	38,513	462,158

House Rent Allowance (HRA) – 50% of Basic salary.

1. Retirals include: Provident Fund @ 12% of PF Wages, considered up to the extent of INR 15,000 per month which is company contribution, an equivalent amount is deducted as employee contribution towards Provident Fund
2. Target Incentive is inclusive of the interim bonus as payable under the statute. Incentive Pay-out will be subject to the incentive plan and framework as applicable to your role
3. Total Target Cash: In Vodafone Group terminology, Total Target Cash (TTC) refers to 'Annual CTC'. This is the total cash including Fixed Pay and Target Incentive. Fixed pay includes Retiral Benefit.

Gratuity: To be paid as per applicable statute. This is in addition to the mentioned Annual TTC and does not form part of the monthly fixed payment.

Taxation:
All payments are subject to taxation as per the Income Tax Rules. The Company will ensure compliance to the tax rules and apply any amendments to the Income Tax rules when processing the payroll of the employees. The applicable tax as per income tax rules will also apply to the Joining bonus and notice period reimbursement (if any)

Annexure 2 – Monthly/ Annual Benefits:

	Monthly/ Annual Benefits	Entitlements for Band H, I & J
Medical Benefits	Group Personal Accident Insurance (GPA)	A policy designed to provide protection to employees against accidents leading to disablement during the course of employment. This protects employees and provides financial support in case of any injury / loss of work time due to accidents. You will be covered under Group Personal Accident Insurance Policy. In case of any accidents leading to permanent / partial/ full disability during the course of employment you will receive **INR 25,00,000** as per terms & condition of the policy.
	Group Term Life Insurance (GTLI)	A comprehensive policy designed to provide life insurance protection to employees during employment with Vodafone. You will be covered under Group Term Life Insurance for protection against natural as well as accidental death as per policy terms. In case of any unfortunate demise, the beneficiary is entitled for **INR 25,00,000**
	Medical - Hospitalisation expenses	You will be covered in a family floater under Group Mediclaim Insurance policy for Self & Dependents (Spouse + 2 Children). **Self - INR 2,00,000** **Spouse -INR 1,00,000** **Child 1- INR 1,00,000** **Child 2 - INR 1,00,000** The premium for ensuring this cover is borne by the organization. Additionally, a co-pay of 10% will be applicable for all Self, Spouse & Children claims. You may also **opt for Medical Insurance for dependant Parents or Parents in law as per the company policy by paying a nominal premium amount**. A co-pay of 20% will also be applicable to Parental claims.
Communication Benefits	Vodafone Smartphone Program	You will be entitled to get a 'Smart Phone Allowance' of **INR 11,000 every 2 years** (The amount mentioned is the gross amount and will be subject to income tax). The amount is recoverable in case of exit within 2 years from date of joining/disbursement
	Official SIM Card	A 'SIM card' will be provided with Vodafone mobile connection to be used for official purposes. The bill will be cleared by the Company upto an approved amount.
	Data connectivity allowance	There will be a monthly 'Data connectivity allowance' of **INR 800 per month** which will be paid as part of your payroll. This allowance is provided to enable you to connect your official laptop/ mobile phone for official purposes and ease of remote working as required.
Work-Life Support	Leave entitlement as per policy	You will be entitled to below type of leaves: **Privilege leave (annual leave) of 22 days** **Sick leave - 7 Days** **Casual leave - 7 Days** In addition, there will be **11 calendar holidays**. Maternity & Parenting leave applicable as per Company's Policy

CONFIDENTIAL INFORMATION

"Confidential Information" shall mean any information owned by the Company (including its respective subcontractors, suppliers, customers, clients or other contacts), including, but not limited to any financial, trading, economic, internal operation, policy, regulation, agreement, corporate plan, strategy, organization, procedure, system, analysis, customer, employee, supplier, business or technical data, discoveries, ideas, concepts, know-how, techniques, designs, specifications, drawings, blueprints, tracings, diagrams, models, samples, flow charts, data computer programs, disks, diskettes, tapes and any other information (including personal data as defined by the 'GDPR' Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data - the "General Data Protection Regulation" or "GDPR" or any other applicable regulations), which is disclosed to You or to which You have access during Your employment relationship in written, oral, magnetic or electronic format or in/on any other tangible or intangible format or support, whether or not they are explicitly marked as "business/confidential/secret information".

a) The Company is involved in the control, processing and transfer of highly confidential and secured data and information. In connection to this activity, You agree that in order to discover the security risks, to enforce the security requirements, to avoid the injury of, the loss of and the unauthorized access to the data, to avoid and to prevent the unauthorized access to the information systems, Company shall be entitled to continuously observe and monitor the data stored, processed and controlled in the information system and also the communication, potentially including the content of the communication.

b) You will maintain secrecy and will not disclose to any third persons, any of the trade secrets or other confidential information of the Company or its affiliated companies, including but not limited to, proprietary technical data, specifications and methods of manufacture. You will take all appropriate measures necessary to keep such trade secrets and confidential information from being disclosed to, or received by third parties. Such trade secrets, proprietary technical data, specifications and methods of manufacture shall, at all times, remain the property of the company.

c) You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise-any copyrighted material or document, which is property of the Company – for your own benefit or for the benefit of any third party, either during the course of your employment or after your separation.

d) You will treat all Confidential Information as confidential and protect it from unauthorized disclosure or access. You understand and accept, that any unauthorized access to or disclosure of Business Information may result in irreparable injury to the Company.

e) You will be privy to personal information or data available in the Company systems, platforms, portals, etc. and that making copy/copies, filming, writing down, downloading or storing of Confidential Information or personal data will be a breach of obligations of Your employment. You will ensure not to copy, write down, download, store, film, etc. the Confidential Information or personal data in any format, including but not limited to, physical or virtual mediums. You will be solely responsible for abiding by the Company's privacy guidelines and/or applicable policies.

f) Any breach of the obligations specified hereunder, either during the employment term or following the separation thereof, shall be considered by the Company as a material breach, which would serve as a ground for the Company to terminate Your employment with extraordinary notice and/or claim for damages against You.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____

NAME: _____

DATE: _____

WE ALWAYS drive safely and legally: we always wear a seatbelt

WE ALWAYS drive safely and legally: we always obey the speed limit

NEVER carry out work on any electrical equipment unless you're qualified

WE NEVER work under the influence of alcohol or drugs

NEVER undertake any street or underground work activities unless competent to do so

When working in the proximity of power, **WE ALWAYS** maintain the required safe distance and use the correct insulated equipment

WE ALWAYS drive safely and legally: we never use a handheld mobile device when driving

When working at height, **ALWAYS** wear protective gear, attach a safety harness and use fall protection equipment

Non-compliance to Absolute Rules may lead to termination of employment.

The future is exciting.
Ready?

vodafone

Letter of Intent

Doc Ref. No.:QC20191343 Date of Issue: 12th JUNE 2019

Dear **MANDADI VINOD 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.

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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STRICTLY PERSONAL

Name: M. Harshith Venkata Raju

Date : 19.02.19

Sub: Letter of Intent

Dear Harshith Venkata Raju

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May [illegible] 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 12200/- **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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Dear Sistla Manoj Murthy

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of '**Software Engineer**' 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April 2019.**

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT"** (SA) soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

::DISCLAIMER::

This email and any files transmitted with it are confidential and may contain confidential health or other information intended only for the use of the individual or entity named to whom they are addressed. The information her ein is =
b>r>
priv ileged and legally protected from disclosure by HIPAA and may also be protected by the Electronic Communications Privacy Act, 18 USC Sections 2510-2521. If you have received this email in error please notify the sender immediately by e-mail or call our info line 203-437-4078. If you have received this e-mail by mistake kindly, 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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Infosys®
Navigate your next

HRD/1001560118/20-21

March 13, 2021

Ms. Marneni Akhil Poorvika
No.2-87/1,
Devarapalli Village, Parchur Mandal, Prakasam district,
Parchoor-523169
India

Ph: +91-8977857149

Dear Marneni,

Congratulations! We are delighted to make you an offer as **Systems Engineer** and your role is **Systems Engineer .**

Here are the terms and conditions of our offer:

Joining Date

Your scheduled date of employment with us will be **April 26, 2021** .

Location

Your location for employment is **BANGALORE** , 44, Infosys Avenue Electronics City, Hosur Road Bangalore 560 100, 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, 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.*

INFOSYS LIMITED
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

Corporate Office:
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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EID-1140695

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Navigate your next

HRD/1001560118/20-21

March 13, 2021

Ms. Marneni Akhil Poorvika
No.2-87/1,
Devarapalli Village, Parchur Mandal, Prakasam district,
Parchoor-523169
India

Ph: +91-8977857149

Dear Marneni,

Congratulations! We are delighted to make you an offer as **Systems Engineer** and your role is **Systems Engineer .**

Here are the terms and conditions of our offer:

Joining Date

Your scheduled date of employment with us will be **April 26, 2021** .

Location

Your location for employment is **BANGALORE** , 44, Infosys Avenue Electronics City, Hosur Road Bangalore 560 100, 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, 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.*

INFOSYS LIMITED
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

Corporate Office:
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

acuvate™

... where Acumen drives Innovation

Our mission is to ***"Partner with our customers to deliver innovative and cost-effective solutions and create Excellence by providing Opportunities to people through well-defined Processes and progressive Learning in an Exuberant environment."***

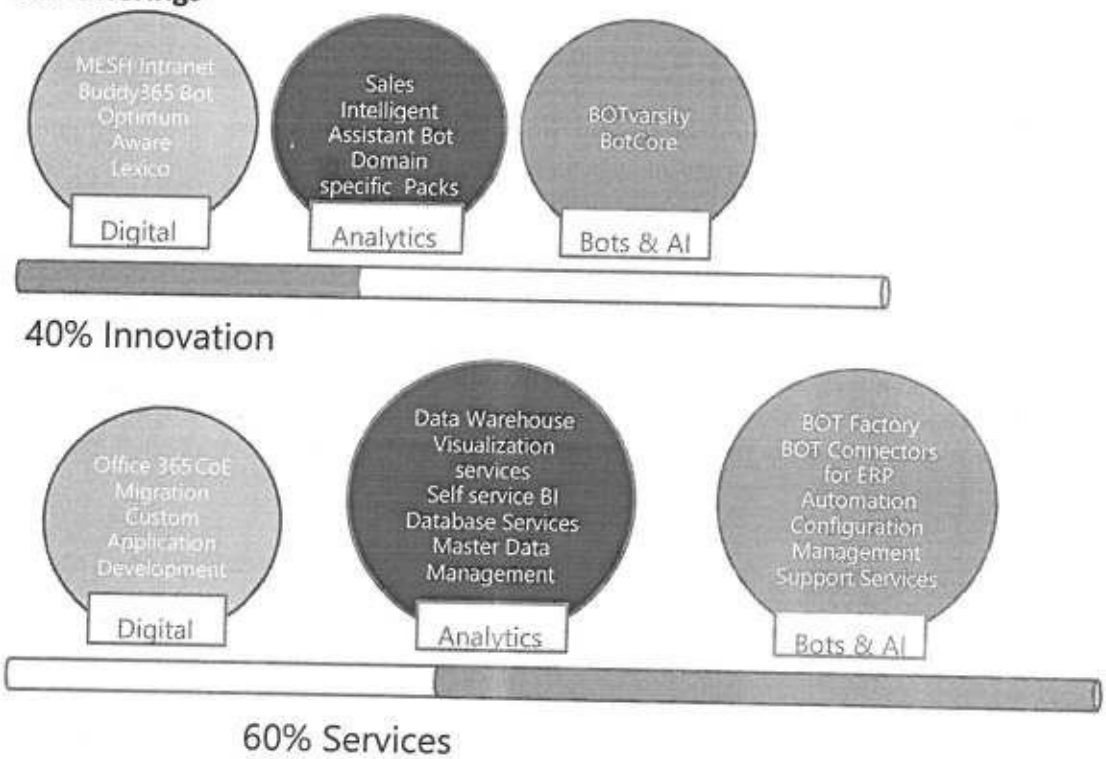
When you put them all together, you get the word 'PEOPLE'. We live and we work by these principles which are the very foundation of our company and the basis of our rapid growth.

Acuvate seeks to employ people with skill, integrity and enthusiasm, and to provide them with the means to develop professionally, without any form of discrimination, and in accordance with applicable national, state or local law.

At Acuvate, we believe that our success as a professional services organization requires that we maintain a rich diversity of people able to render services with exceptional quality, excellence and commitment.

We emphasize on achieving Higher Productivity, Rich Customer Experience and Enhanced Employee Satisfaction through our focused efforts. Our accolades and success stories are available on www.acuvate.com.

Our Offerings



Benefits :

1) **Compensation and benefits**

    a. Insurance
    b. Earned leaves
        i. - Maternity/Paternity
    c. Public Holidays as per industry norms.

2) **Trainings Programs and initiatives**

    a. Technical Trainings to keep you posted with the industry trends
    b. Behavioural Training to develop your personality as a professional
    c. Leadership Training to build leaders.

3) **Rewards and recognition.**

    a. Monthly reward program that fosters discretionary effort
    b. SPOT Awards
    c. Most coveted award is our 'Employee of the quarter'
    d. Business Impact Award
    e. Customer appreciations, etc.

4) **Operating values**

    a. Delighting customers.
    b. Building talent capability.
    c. CSR
    d. Fun@work Acuvate premier league and the annual day outing.
    e. Agility

III PROBATION

1. Your appointment will be on probation for a period of 6 months (Six Months) [hereinafter called the **"Probation Period"**]. You will be advised in writing upon satisfactory completion of the Probation Period. If you receive no such communication, the probation period will be deemed to have been extended until the company advising you of confirmation in your appointment or notifying you otherwise.

2. The Company may terminate your employment by a written notice at any time during or at the end of the probation period without assigning any reason for such termination.

3. The company and You agree to a mutual notice period of 15 days while on probation.

4. The company follows a confirmation process that measures skill and ability. Upon satisfactory performance, if the employee meets expectations (3 rating) it is a deemed as a confirmed full-time employment.

V PROTECTION OF CONFIDENTIAL INFORMATION

1. **You are required to sign a separate Confidentiality / Non-Disclosure Agreement as a condition of employment.**

   i. You will not at any time use or disclose to anyone other than authorized officers of the Company, information or knowledge relating to the Company's business or any Company proprietary information, technical data, trade secrets or know- how, including but not limited to research, product plans, products, services, customers name and customers identity, markets, software, developments, inventions, processes, formulae, technology, designs, drawings, engineering, hardware configuration information, financial, administrative and or organization matters or any transaction or affairs of the Company, of confidential nature obtained by You while in the employment of the Company.

   ii. You shall also not disclose any such confidential information as mentioned above pertaining to the Company, which shall not be generally known to the public or recognized as standard practices and on leaving the Company, shall not take with yourself any charts, confidential data or materials belonging to the Company without its consent.

   iii. All records, notes, compilations, or other recorded matter, and copies or reproductions thereof, relating to the Company's operations, activities, or business, made or received by You during any period of employment with the Company are and shall be the property of the Company exclusively, and You shall surrender the same at the time of your resignation or termination of employment.

V ACTIVITIES OUTSIDE THE SCOPE OF EMPLOYMENT

Except with the prior written consent of the Company, You will not during the employment with the Company undertake or engage in any other employment, occupation or business enterprise. You may engage in civic and not-for-profit activities under intimation to the Company so long as such activities do not materially interfere with the performance of your duties hereunder.

VII RESTRICTIVE COVENANTS

1. RETURN OF ASSETS AND INFORMATION:

You agree that if your employment is terminated, You will immediately and without request deliver to the Company any and all physical assets entrusted to You by the Company and any and all records and papers and all matters of whatever nature which contain the Company information.

2. NON-COMPETETION; NON-SOLICITATION:

i. You state that after termination of your employment and for 24 months there after You will not become a proprietor, partner, shareholder, employee, officer, director, distributor, channel partner, dealer or stockist of or to a corporation, a partnership firm or any other business entity whose products or services directly compete with Company's products or services. The restrictions contained in this section shall apply whether or not You accept any form of compensation from such competing businesses.

ii. You also agree that:

a. After termination of your employment with the Company and 24 months there after, You will not encourage or induce any of Company's employee, director or officer to breach any of their respective contract of employment or other contract with the Company and You will not entice, solicit, hire, recruit or employ any

Company's employee, director or officer. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

b. After termination of your employment with the Company and 24 months there after , You will not encourage or induce any of Company's customer, channel partner, distributor, stockist, agent, representative, dealer, client to breach their respective contract with the Company and You will not entice or solicit, any Company customer, channel partner, distributor, stockist, agent, representative, dealer or client. You will not do or attempt to do any of the above mentioned acts whether directly or indirectly, whether personally or on behalf of any other person / entity.

iii. Company and You acknowledge and agree that You will acquire knowledge and information concerning the business of the Company and its affiliates as a result of employment. The Company and You further acknowledge and agree that the scope of business in which the Company is engaged is very competitive and is one in which few companies successfully compete. Competition by You after having had access to the

Company's Information in any aspect of Company's business after the employment is terminated would severely injure the Company due to the intimate knowledge in this narrow field that the Company has disclosed to You. No obligations herein shall be construed to prevent You from exercising your acquired general skills after the termination of the employment, except as applied to specific Company information.

iv. You acknowledge and admit that the restrictions contained in this section VI are appropriate and necessary for the protection of the business and goodwill of the Company and are considered by You to be reasonable for such purpose.

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Invitation for 2018-2019 Placement Drive for Acuvate Software Pvt Ltd || CourseCube Private Limited (JLC)

Krishna Lokesh <krishnalokesh@coursecube.com>
To: GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>
Cc: Srinivas Dande <srinivas@coursecube.com>, Vishal Narayanan <vishal@coursecube.com>

Mon, Jan 21, 2019 at 10:06 AM

Hello Sir,

PFB the list of selected candidates for Acuvate Software

USN/Roll Nos.	Full Name	E-Mail ID	Contact Number	College Name
15481A04D9	Marrapu manasa	manasa.020698@gmail.com	9494255195	Gudlavalleru engineering college
15481A04B2	KOTHAPALLI JAGANNADHASREEBHARGAVA	jagannadhbhargav@gmail.com	7337521583	Gudlavalleru Engineering College
15481A02B6	Paladugu Sravani	pvsubbarao1969@gmail.com	9133053209	Gudlavalleru engineering college
15481A1248	Kalakuntla Lakshmi Durga	kalakuntlalakshmidurga123@gmail.com	9440482094	Gudlavalleru Engineering College
15481A04F9	Neelisetty Naga Vandana	vandana.neelisetty@gmail.com	9573723608	Gudlavalleru Engineering College

[Quoted text hidden]

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Thank you,
Krishna Lokesh
+91 974 273 3225
Manager Marketing

CourseCube™
(Formerly Java Learning Center)

15-485

1548/A04E0

STRICTLY PERSONAL

Name: M. Rahul

Date : 19.02.19

Sub: Letter of Intent

Dear Rahul

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May / 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 12200 /- **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:

15481A04E4

STRICTLY PERSONAL

Name: M. Madhurima
Date : 19.02.19

Sub: Letter of Intent

Dear Madhurima

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on Mon/Tue/Wed 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 12200 /- **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.

Received Original offer letter

Name: M. Madhurima

Signature: M. Madhurima

Date: 1/3/19.

15-4ES
CORE
CW
72/140

Welcome to Synopsys! - Your Synopsys offer letter requires your response.

Inbox

Kelly Rinsiami Sethi via... 30 Nov 2021
to me

SYNOPSYS®

Silicon to Software™

Kelly Rinsiami Sethi sent you a document to review and sign.

REVIEW DOCUMENT

Kelly Rinsiami Sethi
sethi@synopsys.com

Dear Vijay,

We are excited to have you as part of our company. Please sign your offer letter and any additional documents using the URL below. We look forward to having you as a member of the Synopsys team and feel confident that you will be a valuable contributor to our future success. If you have any questions regarding this offer or the enclosed documents, please don't hesitate to contact us. Best wishes for success in your new position.

Getting vaccinated is one of the most important ways to keep ourselves and our communities healthy. Synopsys requires all new hires to be vaccinated. You would be required to produce proof of vaccination upon joining.

Sincerely,
Synopsys Employment Team

Powered by DocuSign

Do Not Share This Email
This email contains a secure link to DocuSign. Please do not share this email, link, or access code with others.

Alternate Signing Method
Visit DocuSign.com, click 'Access Documents', and enter the security code:
96354AA85026419CBCA79148A6DF38303

About DocuSign
Sign documents electronically in just minutes. It's safe, secure, and legally binding. Whether you're in an office, at home, on-the-go -- or even across the globe -- DocuSign provides a professional trusted solution for Digital Transaction Management™.

DocuSign Envelope ID: 084DE5D4-4E1E-4FC6-8F76-7A05820CC7C9

SYNOPSYS®

Private and Confidential

November 30, 2021

Vijay Bhaskar Medisetty
Hyderabad

Dear **Vijay Bhaskar**

We take great pleasure in offering you an opportunity for full-time employment position with **Synopsys in India** ("Synopsys India" or the "Company"), in the position of **ASIC Physical Design Engr, I** in **Job Grade 64**.

Please refer to the following attachments:
Annexure I: Target employment cost
Annexure II: Summary of currently applicable benefits
Annexure III: Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **December 10, 2021** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

DocuSigned by:
Sarni Tataverty

Tataverty, Sarni (sarni-IN-HR)

Regd. Office: 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Benniganahalli, Bangalore - 560 016, India
Phone: +91-80-42198000, Fax: +91-80-30623800

DocuSign Envelope ID: 084DE5D4-4E1E-4FC6-8F76-7A05820CC7C9

SYNOPSYS®

Please note that as per Synopsys India policy, the terms of the offer (compensation details & the job grade) is strictly private and confidential. Breach of this policy in any form (to employees within Synopsys or to anyone outside the organization) would disqualify your candidature and eventually employment with the organization.

Acceptance:

I, **Vijay Bhaskar Medisetty**, hereby accept the conditional offer of employment with Synopsys India and agree to the terms and conditions of this letter and the annexures hereto.

DocuSigned by:
Vijay Bhaskar

Signature: _____

Name: Vijay Bhaskar Medisetty

15-4E6. 73/140

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Congratulations || Veon Consulting Pvt Ltd || 2019 Batch || Offered Candidate

1 message

Khareedu Uday Kiran <uday.kiran@cocubes.com> Thu, Aug 1, 2019 at 9:42 PM
To: "placementofficer@gecgudlavalleru.ac.in" <placementofficer@gecgudlavalleru.ac.in>
Cc: Vinay Singh <vinay.singh@cocubes.com>, "B. Giridhar Mohan" <giridhar.mohan@cocubes.com>, Kondapally Adharsh Kumar <adharsh.kumar@cocubes.com>, Akhil Perali <akhil.perali@cocubes.com>

Dear Srinivas Sir,

Greetings from Aon CoCubes!!!

Congratulations!! We are delighted to inform you that below candidate has been offered for the **'Intern-Software Engineer'** role in **'Veon Consulting Pvt Ltd'**. The student was shortlisted based on academic criteria and the interview process for the shortlisted students was conducted at Company's Office.

CoCubes Id	Name	Institute Name	Branch	DCT's Taken	PRE-ASSESS Score
2654100	Meesala Ganeshkumar	Gudlavalleru Engineering College, Krishna	Electronics and Communications Engineering	4	443

Designation: Intern-Software Engineer

Salary: INR 4-6 LPA

Joining Period: Immediate

Thank you for your support during the entire process, Looking forward in adding value to your esteemed institute.

Warm Regards,

Uday Kiran Khareedu

Associate - Institutions

CoCubes.com

CoCubes
An Aon Hewitt Company

Seamless Access To Assessments
Behavioral Cognitive
Technical Vocational

www.cocubes.com

15-4E7 cw 74/140

TATA

Ref: TCSL/DT20217598640/1495285/Hyderabad
Date: 16 April 2021

MS. RAJA MOUNIKA MEKA
16/258 Valendapalem,
Opposite Street Of Elementary School, Machilipatnam,
Andhra Pradesh-521002.
Tel# 918919468492

Sub: Joining Letter

Dear Ms. Raja Mounika Meka,

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 **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

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

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

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

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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

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 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

Date: **24 JULY 2019**

Name : Mitta Raja Sree

Address : D.No: 6-56-66,Mangalpuram
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Raja Sree,

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 2019.**
- 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:_____

15-UFO 76/140

TATA

Ref: TCSL/DT20184448718/1232909/Hyderabad
Date: 18 April 2019

MR. M VENKATA KRISHNA SAI
T.Naidu Palem
Tangutur Mandal
Prakasam District
Andhra Pradesh-523272
India
Tel# 9133205505

Sub: Joining Letter

Dear MR. M Venkata Krishna Sai,

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 2019** 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 **08:00 AM** on the date mentioned above. Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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 Park 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

78/240 15 & F2

ALIENS GROUP
'INTELLIGENT LIVING'

Letter of Intent

Date: 5th April, 2019

Dear Mulsa Sridevi,

With reference to your application and the subsequent interview you had with us, we are pleased to inform that you are shortlisted for the position of **"Executive Trainee"** at **M/s Aliens Developers Private Limited.**

Please note that our offer of employment is subject to you clearing the final round of presentation (on Aliens Space Station Brochure – link below) and subsequent submission of your documents (listed below) at the time of joining.

Aliens Space Station Brochure link - https://bit.ly/2RkrP90

Reporting date & time: 2nd May, 2019 | 10:00 AM
Venue: Aliens Space Station, Tellapur Road, Hyderabad, Telangana – 502032

Mandatory documents to submit:

- 1 copy of updated CV (self-attested)
- 1 Aadhar Card photocopy
- 1 PAN Card photocopy
- 1 Highest education qualification certificate photocopy
- 2 passport size photographs
- Pay-slip/Bank Statements for last 3 months (if applicable)

If the above terms are acceptable, kindly acknowledge the receipt of the same. Please feel free to reach us on Nehal.m@aliensgroup.in for queries.

All the best!

Thanks,
Team HR

ALIENS GROUP
'INTELLIGENT LIVING'

Mar 15 18:43

Welcome to Ignitarium - N Pavan Gopika - Outlook - Google Chrome

Delete Junk Block sender ...

15-4F4

nitarium

up.

l <geo.michael@ignitarium.com>
2:25 PM
opika@ignitarium.com

come to Ignitarium!
ted to have you with us and are sure that you will find your work here rewarding & challenging.

elow the joining formalities and some information to get you started:

yee ID is 00453

ase sign and return a copy of the Appointment Letter which will be shared soon.

Declaration: Please fill in and submit your tax declaration form for the calculation of TDS in MyIgnitarium. In addition to that, here days and apply for leave, submit expense claims, etc. Please log in and fill in all the relevant information including bank details.

dical Insurance Inclusion: You will receive an enrolment mail. Please fill in and revert as soon as possible.

ase join the Whatsapp group using the link below:

15-4F4

79/240

Gmail

15-4F7

Naraharisetti Kirnamayi <kiranmayi0225@gmail.com>

CGI_Documentation

4 messages

Naraharisetti Kirnamayi <kiranmayi0225@gmail.com> Mon, Feb 25, 2019 at 12:17 PM

Dear Candidate,

Congratulations for successfully clearing all the rounds.

Please submit soft copies of below mentioned documents by the EOD.

Ignore if you have submitted the hard copies of the same.

1. Passport size photograph
2. Pan Card copy
3. Passport (front and back page)
4. Aadhaar card (Front and Back)
5. 10th marks card
6. 12th marks card
7. Degree all semesters marks sheets
8. Consolidated degree marks sheet
9. Degree Convocation Certificate, Provisional Certificate and Course Completion Certificate

(If applicable)

10. Master degree all semesters marks sheets
11. Master degree Convocation Certificate, Provisional Certificate and Course Completion Certificate

Regards,

Pratiksha

Letter of Intent

Doc Ref. No.:QC20191344 Date of Issue: 12th JUNE 2019

Dear **NATTA PUJITHA**,

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.

Cognizant

N: Naga Vandana
154B1A04F9
ECE-C

26-Feb-2019

Dear Neelisetty Naga Vandana,
B.Tech/B.E., CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13003984

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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: Neelisetty Naga Vandana **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

9:29

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Virtual Onboarding - Completed

Inbox

onboarding.in@capgemi... 12/28/2021
to me, pooja.bhutani, prajakti.khade

Dear **Neerukonda**,

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 **Pooja Bhutani, 9545986741,** pooja.bhutani@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):

15-440

E-ID → 46176578.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5305142/1011075,

12/22/2021,
Neerukonda Jaya Sai Kishore.

1-150 ,Jonnalagadda street , Kumaradevam , Kovvur(M) , West Godavari(D) , Andhra Pradesh Andhra Pradesh .
Kovvur, Andhra Pradesh
India.

Confidential

Dear Neerukonda Jaya Sai Kishore,

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 **12/27/2021** (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 Software Engineer/A5**.

B) You will be required to work at the Company's offices in **IN Hyderabad**.

C) You have to report by 8:30 am at **IN Hyderabad** office, for joining formalities and contact security at the main gate for your entry pass at:

Address

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 500,006.00 (Rupees Five Lakh And Six 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 Software Engineer

Total Cost to Company (CTC).

Rs.500,006.00

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.6,199.00	Rs.74,388.00
Other Allowances and Reimbursements – 2 +	Rs.5,147.00	Rs.61,764.00
Advance Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.38,495.00	Rs.461,940.00
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.492,204.00
Total Cash Compensation		Rs.492,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,802.00
Total Cost to Company		Rs. 500,006.00

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

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Offer: Computer Consultancy
Ref: TCSL/CT20182528551/Hyderabad
Date: 09/10/2018

Mr. Ravi Teja Nekkalapu
5-6 KorlamandaKorlamanda,
Krishna District,
Vissannapet-521214,
Andhra Pradesh.
Tel# 91-8328476692

Dear Ravi Teja Nekkalapu,

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. 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 48 hours, 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 issued 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

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CW

TATA

Ref: TCSL/DT20184418552/1232986/Hyderabad
Date: 18 April 2019

MS. NIKHAT FARZANA
7/7 Para Vidyasramam Gudivada,
Gudivada, Gudivada,
Andhra Pradesh-521301.
Tel# 918184856385

Sub: Joining Letter

Dear Ms. Nikhat Farzana,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000** . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*

- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

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

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

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

TATA CONSULTANCY SERVICES
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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

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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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

Offer: Computer Consultancy
Ref: TCSL/DT20184418552/Hyderabad
Date: 09/10/2018

Ms. Nikhat Farzana
7/7 Para VidyasramamGudivada,
Gudivada,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9492775555

Dear Nikhat Farzana,

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. 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 48 hours, 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 issued 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.

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

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 amount between the components as per your tax plan, once you join TCSL.

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TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184418552/Hyderabad
Date: 09/10/2018

Ms. Nikhat Farzana
7/7 Para VidyasramamGudivada,
Gudivada,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9492775555

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COMPENSATION AND BENEFITS

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   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 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 Serviceline: 1800 209 3111 Email: careers@tcs.com

15-444. CW

86/140

Onboarding Pass

Candidate Name (CandidateID)	: RAGHURAM NIMMALAPUDI		
Date of Joining	: 29 Jan 2020	Telephone Number	: 9505020642
Blood Group	: B+	Date of Birth	: 1998-11-18
PAN Card	: BQZPN3454P	Aadhar Card Number:	503778140918

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,

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 200 2345

FOR OFFICE USE ONLY:

Candidate Name (Candidate ID)	: RAGHURAM NIMMALAPUDI		
Date of Joining	: 29 Jan 2020	Telephone Number	: 9505020642
Blood Group	: B+	Date of Birth	: 1998-11-18
PAN Card	: BQZPN3454P	Aadhar Card Number:	503778140918

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,

15-495 (W)

87/140

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 8125600 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.
www.hcltech.com
www.hcl.com

Offer Release Date December 17, 2021

NUNNA SAI KRISHNA
S/O **Srinivasararao,1-65A,Mandavalli**
Penumakalanka,Nandigamalanka, Krishna,
Andhra Pradesh, India, 521326

Sub: Offer and Appointment Letter

Dear NUNNA SAI KRISHNA,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company"),** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **December 20, 2021** at **9:00 A.M** at the following address**, CHENNAI-SEZ,SDB6, Lab7,8 FLR 2(part),3,4.** 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 and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD. - IOMC.** 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 3.65 Lacs per annum outlined in Annexure I.

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.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **24 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

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.

You need to have cleared all the subjects & should be a pass out of **2021 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

Signature of Employee:

HCL

HCL TECHNOLOGIES LTD
Corporate Identity Number: L74140DL1991PLC041369
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

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 TECH LTD. - IOMC** will stand withdrawn without any liability.
Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL TECH LTD. - IOMC

Amrita

Amrita Das

Vice President, Head-Global Rewards

Signature of Employee:

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STRICTLY PERSONAL

Name: N. Sai Sindhu

Date : 19.02.19

Sub: Letter of Intent

Dear Sai Sindhu

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May 6th 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 12200/- **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: N. Sai Sindhu.

Signature: N. Sai Sindhu

Date: 26/2/19.

Received original Copy.

15481A04G7

Gmail

meghana pallapothu <srilakshmimeghanapallapothu@gmail.com>

Letter of Intent - Meghana Pallapothu - Ref. No.: 8309475

4 messages

careers@wipro.com <careers@wipro.com>
To: srilakshmimeghanapallapothu@gmail.com
Cc: manager.campus@wipro.com

Wed, Dec 19, 2018 at 6:30 AM

Campus - Letter Of Intent

December 19, 2018

Dear Meghana Pallapothu,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15-4 G7

Gmail

meghana pallapothu <srilakshmimeghanapallapothu@gmail.com>

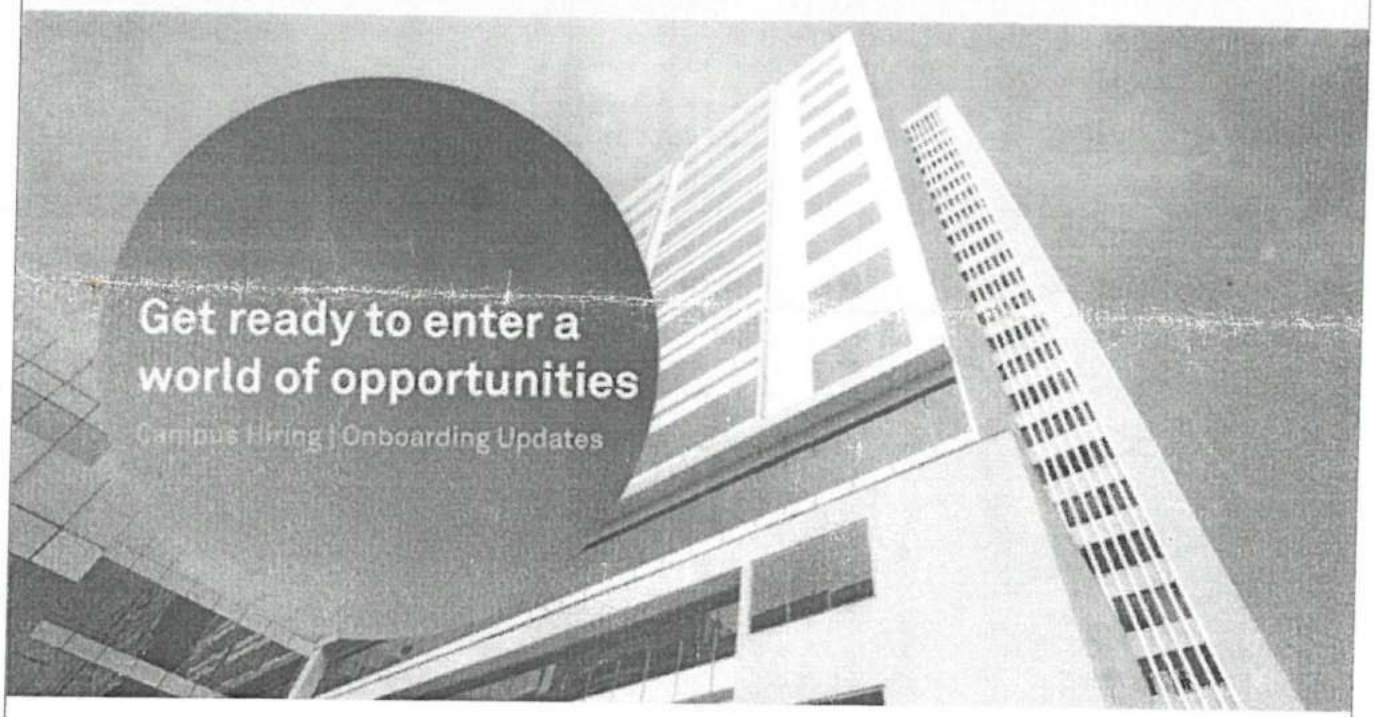
WIPRO - Campus Hiring | Onboarding Updates

1 message

manager.campus@wipro.com <manager.campus@wipro.com>
To: srilakshmimeghanapallapothu@gmail.com

Thu, May 16, 2019 at 12:57 AM

wipro



Welcome to Wipro | Pre- Onboarding Day – 28th May 2019

Dear **Meghana Pallapothu**,

Resume Number:**8309475**,

Greetings from Wipro!

We look forward to meeting you soon.

The world of endless opportunities at Wipro awaits you!

Regards,

Global Campus Hiring Team
Wipro Limited

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com

wipro.com

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

15-468

90/140

Dear Palyam Gana Shakar

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of '**Software Engineer**' 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April** 2019.

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

::DISCLAIMER::

This email and any files transmitted with it are confidential and may contain confidential health or other information intended only for the use of the individual or entity named to whom they are addressed. The information her ein is <
b>r>
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15-469

Mindtree

91/140

Date:01-Apr-2019

To

Pamarthy Sai Teja
MACHILIPATNAM

Dear Pamarthy Sai Teja,

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.

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.

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.

Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

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cw

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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: 793655/1826305/ELTP

23-FEB-2021

Ms. Parasa Baby Mani Sree
Pamarru (Ap) - 521157
Mobile: 7993662795

Subject: Offer of Appointment

Dear **Ms. Parasa Baby Mani Sree**

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

1. Basis successful completion of your internship, 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. 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 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
More reasons to #loveTechM

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 **23-FEB-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 **23-FEB-2021.**

For Tech Mahindra Limited

Venkat Paturi
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:

Signature:
Parasa Baby Mani Sree

Great Place To Work. Certified
More reasons to #lovetobeTechM

TATA

15-4H2

Ref: TCSL/CT20182527005/1186035/Hyderabad
Date: 18 April 2019

MS. SANDHYA RANI PARISA
4-13 Ramalayam,
Gowdapallem, Vellaturu,
Andhrapradesh-522257.
Tel# 919703730226

Sub: Joining Letter

Dear Ms. Sandhya Rani Parisa,

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 2019** and your training location is **Trivandrum** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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

15-4H2

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.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

15-4A2

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

15481A04H2

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182527005/Hyderabad
Date: 09/10/2018

Ms. Sandhya Rani Parisa
Gec Girls HostelGudlavalleru Engineering College,
Gudlavalleru,
Gudlavalleru-521356,
Andhrapradesh.
Tel# 91-9966544240

Dear Sandhya Rani Parisa,

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. 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 48 hours, 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 issued 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

Letter of Intent

Doc Ref. No.:QC20191346 Date of Issue: 12th JUNE 2019

Dear **PASUPULETI NEEHARIKA**,

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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94/140

Gmail

pendli vasantha <pendli.vasantha@gmail.com>

Welcome To Accenture - Hyderabad (27-Jan-20)

2 messages

TechnologyOnboarding <TechnologyOnboarding@accenture.com> Tue, Jan 7, 2020 at 9:28 AM

****** 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 **January 27, 2020.**

We will be your point of contact and will support you in your smooth transition to Accenture. You will soon receive communications from us about your joining formalities.

To enable us to design a smooth joining experience for you, please provide the below-given information by accessing **https://ssautomation.accenture.com/topo/** by **January 9, 2020.**

Next, visit **Countdown to Accenture** to complete required forms and provide necessary documentation. These will be accessible a week prior to your first day and must be completed before Joining.

Important:

- Use the login credentials shared with you in the **Welcome email** 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, please carry the following **mandatory** documents on the **day of joining**:

1. Hard copy of the signed e-offer letter
2. Hard copy of Terms of Employment

3. 6 passport size photographs
4. Original and photocopy of PAN card/Acknowledgement of PAN application
5. Original mark sheet of all semester (PG/UG). (In case the college has not issued original mark sheets, then please get the internet 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 internet copy of these attested by the college)
7. 1 copy of all educational documents.
8. Photocopy of ID proof (PAN Card/Voter ID/Driving License/Passport)
9. 2 photocopies of the Aadhar card
10. 2 photocopies of the relieving letter/employee certificate/service certificate/resignation acceptance letter/resignation acceptance email of the previous organization—as mentioned in the Employment Application Form
11. Photocopy of a document that contains an active provident fund (PF) account number (Payslip or Form 16 from your previous organizations)

Note: In the coming days, we will communicate with you via email and phone with details and reminders about your first day Joining and location

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95/140

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182426225/Hyderabad
Date: 09/10/2018

Mr. Satya Manoj Kumar Piridi
D.No:151Main Road,
Near Ramalayam,
Bobbili-535557,
Andhra Pradesh.
Tel# 91-9182583701

Dear Satya Manoj Kumar Piridi,

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. 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 48 hours, 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 issued 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

15481A04H9

Cognizant

96/140

26-Feb-2019

Dear Lakshmi Prasanna Pitani,
B.Tech/B.E., CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13003988

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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 : Lakshmiprasanna pitani

Date: 29-03-2019

Date: **24 JULY 2019**

Name : Polagani Vamsi Krishna

Address : D.No: 4-136,Vuyyuru
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Vamsi Krishna,

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a **CTC of 3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2019.**
- 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:_____

99/140

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STRICTLY PERSONAL

Name: Putti Sushma Lavanya

Date : 19.02.19

Sub: Letter of Intent

Dear Lavanya

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on Hay/Thoe/Only 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 12200/- **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:

Date: **24 JULY 2019**

Name : Paluri Sushmitha

Address : D.No: 19-14/1-101, Vijayawada
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Sushmitha,

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 2019.**
- 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:_____

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STRICTLY PERSONAL

Name: R. Ravi Teja
Date : 19.02.19

Sub: Letter of Intent

Dear Ravi Teja

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May/June 7th 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 12200/- **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: R. Ravi Teja

Signature: R. Ravi Teja

Date: 16-03-2019

Received original.

15 – 452 **Cognizant**

101
140

26-Feb-2019

Dear Rachakulla Siri Himaja
Ramakrishnapuram,
B.Tech/B.E., CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13004012

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.338,005/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,005/- 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.383,755/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs. 21,755/- 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:

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102/140

STRICTLY PERSONAL

Name: R. Rohith
Date : 19.02.19

Sub: Letter of Intent

Dear Rohith

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May / 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 12200/- **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:

Date: **24 JULY 2019**

Name : Ravuri Chandra Sekhar

Address : D.No: 13-100, Mylavaram
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Chandra Sekhar,

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 2019.**
- 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:_____

15-458

TATA

Ref: TCSL/CT20182512802/1234756/Hyderabad
Date: 18 April 2019

MS. PUSHPA HARIKA SALADI
4-26 Market Palem,
Near Gandhi Status, Amalapuram,
Andhra Pradesh-533239.
Tel# 919515694114

Sub: Joining Letter

Dear Ms. Pushpa Harika Saladi,

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 2019** and your training location is **Trivandrum** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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

Cognizant

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26-Feb-2019

Dear Sandhya Rani Kocherla,
B.Tech/B.E., CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13003952

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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: Sandhya Rani Kocherla

Date: 2-03-2019

Cognizant

Annexure A

Name: Sandhya Rani Kocherla Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

Cognizant

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:\\amecognizant.cognizant.com->Total Rewards App for more details

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E-Id - 52022024.

105/140

Terms & Conditions of Employment Agreement

Name of the Joinee :**SHAIK MUNASHEER**

Location :**Bengaluru**

Date :**27-Nov-2021**

Appointment Ref. No. :

Please read through this document carefully, sign at the end and hand this over along with your other joining papers. This is necessary and forms part of your joining papers.

Agreement to Terms & Conditions of Employment

1. You are required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If you are found guilty at any point of time of moral turpitude or of dishonesty in dealing with the company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding other terms and conditions mentioned in this letter.
2. If during the period of your service, the Management comes to the conclusion that you have committed any misconduct, you may be dismissed from service as per the rules of the company with immediate effect, notwithstanding anything else mentioned in this letter.
3. You are required not to engage yourself in any other gainful or commercial employment, business or activity part-time or full-time, directly, indirectly or simultaneously as long as you are employed with HCL Technologies India Pvt. Ltd. or engage yourself directly or indirectly in any other profitable business connected with the dealings or activities of the company in any way. Any action to the contrary would render your services liable for termination notwithstanding any other conditions in this letter.
4. You are required to maintain the secrecy of, and not to divulge or communicate in any manner, any information regarding your remuneration to any other employee of the Company except to your immediate superior.
5. Your appointment and its continuance is subject to your being certified physically and mentally fit by a qualified registered medical practitioner (RMP) nominated by the Company. The opinion of the RMP nominated by the company shall be final & binding on the parties.

Shilpa Agarwal

AUTHORISED SIGNATORY

Name : SHAIK MUNASHEER
Date : 27-Nov-2021
Signature : .....

Date: **24 JULY 2019**

Name : Shaik Neeha

Address : D.No: 1-58, Mogallur
Prakasam, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Neeha,

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 2019.**
- 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:_____

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182431136/Hyderabad
Date: 09/10/2018

Mr. Sai Ramcharan Simhadri
5-276/1 Opposite To Court Avanigadda5th Ward,
Lamkamma Temple,
Avanigadda-521121,
Andhra Pradesh.
Tel# 91-9985280113

Dear Sai Ramcharan Simhadri,

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. 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 48 hours, 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 issued 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

15-4LO.

TATA

Ref: TCSL/CT20182558428/1234427/Hyderabad
Date: 18 April 2019

MR. PURNA CHANDRA SOMINENI
1-182 Karlakunta,
Rompicharla, Guntur,
Andhra Pradesh-522615.
Tel# 919010769602

Sub: Joining Letter

Dear Mr. Purna Chandra Somineni,

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 2019** and your training location is **Trivandrum** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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

15-ULO

TATA

Ref: TCSL/CT20182558428/1234427/Hyderabad
Date: 18 April 2019

MR. PURNA CHANDRA SOMINENI
1-182 Karlakunta,
Rompicharla, Guntur,
Andhra Pradesh-522615.
Tel# 919010769602

Sub: Joining Letter

Dear Mr. Purna Chandra Somineni,

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We are pleased to inform you that your joining date at TCSL will be **29th April 2019** and your training location is **Trivandrum** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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
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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

15-ULO.

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182558428/Hyderabad
Date: 09/10/2018

Mr. Purna Chandra Somineni
1-182Karlakunta,
Rompicharla,
Guntur-522615,
Andhra Pradesh.
Tel# 91-9010769602

Dear Purna Chandra Somineni,

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. Annexure-1 provides the break-up of the compensation package.

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After you accept this offer you will be issued 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

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108/140

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Fwd: REG:Final Selected Candidates List from Multiplier IT Solutions Campus drive

Sai Krishna Kota <kskbharadwaj@gmail.com>
To: Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Thu, Apr 25, 2019 at 5:06 PM

-------- Forwarded message --------
From:Sharanya Muppa <sharanya@multipliersolutions.in>
Date: Thu, 25 Apr 2019, 5:00 pm
Subject: REG:Final Selected Candidates List from Multiplier IT Solutions Campus drive
To: <kskbharadwaj@gmail.com>
Cc: recruitment <recruitment@multipliersolutions.com>

Dear Sir,

Greetings from Multiplier IT Solutions!!!

This mail is in regards to the campus drive by Multiplier IT Solutions at your college below are the final shortlisted candidates upon the interview with senior officials.

The joining process is to be initiated by the candidates mostly within a week after the final screening. So that we will take forward further joining formalities.

S.No	Name	Contact Number	Email ID	Position
1	T.Sai Chakradhar 15-447	9989107728	chakri1908@gmail.com	Voice Processand Technical Support Executive
2	V.Sai deep	8555009580	saideepvempati@gmail.com	Voice Processand Technical Support Executive
3	K.Rana Prathap	9963323147	kunche147@gmail.com	Voice Processand Technical Support Executive
4	Dhanya Sree	9866049831	talaridhanya12@gmail.com	Web Designer
5	15-441 Sonti Swapna	6300519954	sontiswapna1@gmail.com	Voice Processand Technical Support Executive
6	16-5A-439 Vatsalya	9502509464	mullapudivatsalya@gmail.com	Voice Processand Technical Support Executive
7	16-5A-416 G.Sri Raviteja	8519977909	sriravitejaghantasala@gmail.com	Voice Processand Technical Support Executive
8	Esther Rani	7729908188	esteruyyuri68@gmail.com	Voice Processand Technical Support Executive
9	Bandlamudi Pushpa	7893053449	pushpabanlamudi166@gmail.com	Web Designer
10	Kavya.K	7095844300	kota.18.kavya@gmail.com	Web Designer
11	Maddi.Harika	8374936501	harryharika.816@gmail.com	Business Consultant and Diogital Marketer
12	Indhu	9542371919	indhu.y05@gmail.com	Web Designer

For any queries please feel free to reach us.

Thank You

--
Regards,
Sharanya Reddy.M
HR Executive & Business Consultant
MULTIPLIER IT SOLUTIONS Ind Pvt Ltd
sharanya@multipliersolutions.in
9100379993

Sender notified by Mailtrack

VEM TECHNOLOGIES PVT. LTD.

CIN:U29300TG1993PTC016474

8-48/1, Bachupally Industrial Area, Bachupally Vill. & Mndl., Medchal Dist., Hyderabad-500 090. Telangana State, INDIA.
Ph.: 0091-40-2304 6633 / 7733 / 8833 / 6666, Fax:0091-40-2304 7755
E-mail : hrd@vemtechnologies.com; www.vemtechnologies.com

15-421

Ref No: VEM/HR/Offer/2021/12/146

28th December, 2021

To
Training & Placement Department
JNTU-Kakinada

Respected Sir/ Madam,

Sub: Offer Letter for Employment

Further to our interviews from your esteemed institute, we are pleased to inform that the following candidates have been selected.

1. Mr. D Madhava Rao
2. Ms. S Swapna

You are requested to submit the following documents / certificates at the time of joining.

1. All original certificates for verification
2. One set photocopies of all the Academic certificates.
3. Name and address of two references (not related).
4. Four latest passport size color photographs
5. Xerox copy of Pan Card, **Aadhaar Card (Self, Parents), if married (Wife, Children)** & Address proof.
6. We are depositing salary into SBI account. If you have SBI account, to submit the passbook copy otherwise open SBI account and submit the same at the time joining.
7. Individual name and date of birth shall be on the basis of SSC certificate only. Name in the other documents viz., Pan Card, Aadhaar Card & Bank account shall be tally with SSC certificate
8. Blood Group certificate
9. **Police verification certificate**
10. **Medical fitness certificate**
11. **Covid test report/ Vaccination certificate**

We appreciate their joining us on 10th January 2022.

Yours faithfully,
For VEM TECHNOLOGIES PVT LTD

K. Rangaraju

K RANGA RAJU
Dy. General Manager – HR

VEM TECHNOLOGIES PVT. LTD. UNIT-I BACHUPALLY

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Infosys
Navigate your next

HRD/3T/19-20/12927393

Ms. Srikaram Naga Nandani
Candidate ID: 12927393
D.No:37-90, Balijapalem
Addanki-523201
Prakasam District
Andhra Pradesh
India
Ph: (91) 7901478729

September 5, 2019

Dear Srikaram Naga Nandani,

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

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:17:42 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Cognizant

4L3

26-Feb-2019

Dear Sumeena Begum,
B.Tech/B.E., CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13003989

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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: Sumeena Begum **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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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Dear Syed Shakeel

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of **'Software Engineer'** 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April 2019.**

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on** or **before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

::DISCLAIMER::

This email and any files transmitted with it are confidential and may contain confidential health or other information intended only for the use of the individual or entity named to whom they are addressed. The information her ein is <
b><r>
priv ileged and legally protected from disclosure by HIPAA and may also be protected by the Electronic Communications Privacy Act, 18 USC Sections 2510-2521. If you have received this email in error please notify the sender immediately by e-mail or call our info line 203-437-4078. If you have received this e-mail by mistake kindly, 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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12:10

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Welcome Letter - Bhudevi Thatha Inbox

S SuccessFactors... 6/23/2021
to me, madhavi-amit.pa...

Dear **Bhudevi Thatha,**

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 à 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**

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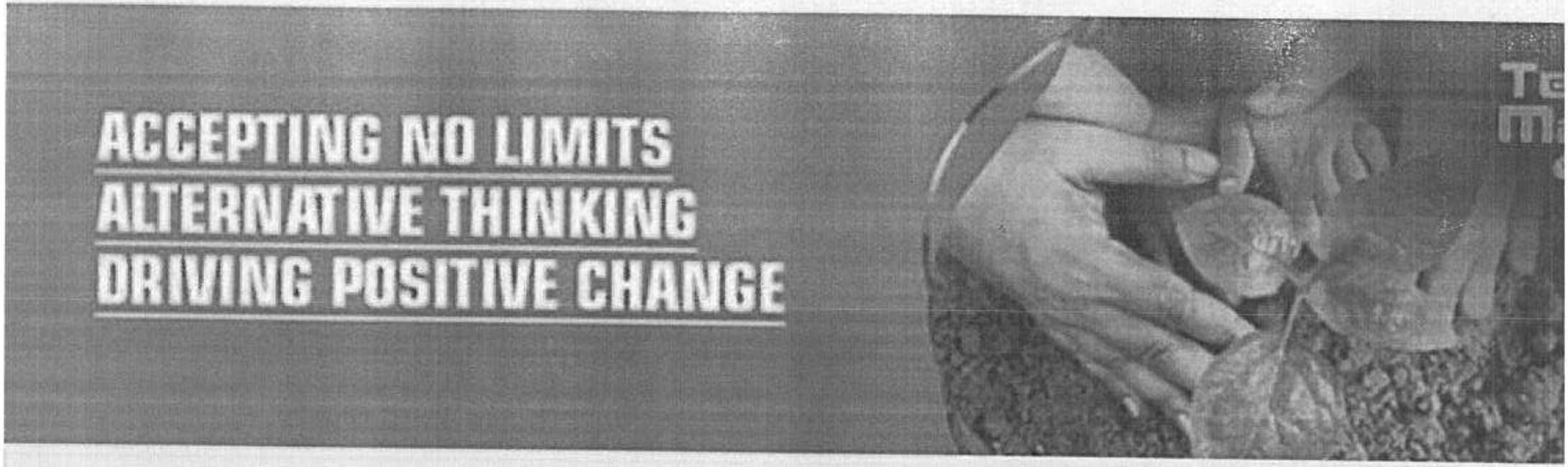

a Anil Kumar Thorlikonda,

d and delighted to have you onboard. You have joined a group that offers abundant opportu
th prospects and we wish you all the best in your journey ahead!

ted!

15-4MO

receive an email with your Network credentials (User Id and password) on your TechM email ID and

will be your point of contact for your seat allocation Laptop and Project Allocation related matters.

15 - 4mI
E-Id - 1817103.

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182536356/Hyderabad
Date: 18/10/2019

Mr. Kasiviswanath Thota
1-108/S, Sanamma Gari Bazar, Gundlapadu,
Electric Poll,
Macherla-522613,
Andhra Pradesh.
Tel# -

Dear Kasiviswanath Thota,

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.

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

1548IA04M3

Letter of Intent - Maheswari Thulam - Ref. No.: 8314839

1 message

<careers@wipro.com>
To: maheswarim570@gmail.com
Cc: manager.campus@wipro.com

Wed 19 Dec, 2018 at 6:31 AM

Campus - Letter Of Intent

December 19, 2018

Dear Maheswari Thulam,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

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ATRIA

Delivering Solutions For Multimedia SoC

Atria Logic (P) Ltd.
BTM II STAGE, BANGALORE - 560076

Email-ID:sudhir@atrialogic.com
Phone: (080) 40926422

116/140

HR:APPTLTR:19

November 04, 2019

Mr Tirukkovalluri Pradeep
S/o Tirukkovalluri Ram Prasad
D No.20/200-A, Bethavolu
Nimma Thota Road, Krishna Dist.
Andhra Pradesh - 521 301

Dear Pradeep,

Please find enclosed your appointment letter dated November 04, 2019. Kindly sign the duplicate copy and return it to us within 7 (Seven) days.

The details with respect to your salary and benefits have been provided under ***Annexure - I*** to this Agreement.

At the time of joining, you must bring with you, originals along with photocopies of the following for our records:

1. All certificates in support of your Educational Qualification(s)
2. Emoluments and Work Experience Certificates
3. Relieving Letter and No Due Certificate from your previous employer, if relevant.
4. 2 Passport size photographs of self and 2 passport size photographs of your dependents.
5. Copy of last 3 pay slips (latest)
6. Photocopy of your Passport, if any
7. Photocopy of your address proof document such as Copy of your Driving License/Voter's ID
8. Photocopy of your Pan Card (Hard & Soft Version)
9. Please bring a Hard Copy of your resume on the day of your joining.

You will be required to execute and be bound by an Employment Invention Assignment and a Non-Disclosure Agreement given to you as in ***Annexure - II*** along with this Agreement shall be co-extensive.

Any enquiries that you may have in connection with your proposed employment may be addressed to **Ms Saraswathi, Manager-HR at Atria Logic Private Limited, Bangalore.**

On completing the joining formalities, you would be reporting to Ms Saraswathi, Manager - HR.

Yours Cordially
For **Atria Logic Private Limited**

ATRIA LOGIC PVT LTD * BANGALORE

Authorized Signatory

Encl: a/a.

ATRIA
Delivering Solutions For Multimedia SoC

Atria Logic (P) Ltd.
CIN: U72900KA2010PTC083104
NO.482 & 433, 2ND CROSS 24TH AND 25TH MAIN,
BTM II STAGE, BANGALORE - 560076

Email-ID:sudhir@atrialogic.com
Phone: (080) 40926422

Confidential

HR:APPTLTR:19

November 04, 2019

Appointment Letter

Dear Pradeep,

We are pleased to inform you that you have been offered an employment in ***Atria Logic Private Limited*** for our Bangalore Office on the following terms and conditions:

1.

Designation	: Design Engineer
Total CTC (Ref. Annex 1 for details)	: Rs.2,53,200/- Per Annum

2. Your appointment will be effective from the date of joining.

3. **Probation**-You will be on probation for a period of 6 months from the date of joining, during which your performance will be monitored closely by the Company. On satisfactory completion of the probationary period, you will be considered for confirmation. The above period of probation may however be extended at the sole discretion of the Company for further period based on your performance and only if expressly provided for in writing, you will be deemed to continue in our employment as a probationer for such period of probation.

   Prior to your confirmation, if the Company is not satisfied with your performance/work And/or conduct, your probation shall be liable to termination without any notice assigning Any reason whatsoever.

   During probation period, you may terminate the Agreement, at any point of time, with Three (3) months' notice in writing.

4. **Hours of Work**-Your work timings will be as per the Company's rules pertaining to the office to which you are currently attached. However, you shall have no objection to work on shifts / staggered duty in case of business needs.

5. **Job Assignments** - You may during the course of your employment be given any assignment arising out of the Company's business that the management, in its subjective judgment, feels is suited to your background, qualification or experience. You will not refuse to carry out any assignment solely on the grounds that it has not been part of your usual duties during your employment.

ATRIA LOGIC PVT. LTD. BANGALORE

ATRIA
Delivering Solutions For Multimedia SoC

Atria Logic (P) Ltd.
CIN: U72900KA2010PTC083104
NO.482 & 433, 2ND CROSS 24TH AND 25TH MAIN,
BTM II STAGE, BANGALORE - 560076

Email-ID:sudhir@atrialogic.com
Phone: (080) 40926422

6. **Transfer**-The Company may in its business interests, transfer you to any of its units/ department/offices in India or overseas or to any of its affiliates as long as the benefit of your employment accrues to the Company and on terms and conditions as are applicable to such transfer as per Company rules. In such case, you shall also be bound by any policy of such other office or affiliate, in existence at the date of this Agreement or that may be subsequently framed by the Company or the affiliate. You will also be expected to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.

7. **Location** - Your base location of employment is **Bangalore, India ("Work Location: Bangalore")**. You may be asked to relocate to any of our business units, departments or the offices of our affiliates* and/or the offices of our customers depending on the business requirement. In such case, you will be governed by the terms and conditions of service applicable to the new placement.

8. **Termination of Services** – After confirmation, you may terminate the Agreement, at any point of time, with three (3) months' notice in writing. If the Company is not satisfied with your performance/work and/or conduct, your employment shall be liable to termination with One (1) months' notice without assigning any reason whatsoever.

   Notwithstanding anything mentioned in this Agreement, the Company may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of the Company's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the Company policy/ies or other documents or directions of the Company, or irregularity in attendance, or your unauthorized absence from the place of work for more than 10 working days, or closure of the business of the Company, or redundancy of your post in the Company, or upon 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. Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all your existing duties, obligations and projects etc. At the time of termination of your employment, if there are any dues from you, the same may be adjusted against any money due to you from the Company on account of salary, bonus or any other such payments.

9. **Increments and Promotions** – Your growth and increase in salary will depend solely on your performance and contribution to the Company.

10. **Good Faith** -You will during your employment with the Company, devote the whole of your energies to your work and you will not directly or indirectly carry on or engage or be interested in any other business or trade of any nature.

ATRIA LOGIC PVT. LTD. * BANGALORE *

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TATA

r: Computer Consultancy
TCSL/CT20182428779/Hyderabad
e:

Vamsi Sai Tumu
2-19/3Dbrk Street,
ganamma Gudi,
/avanda-520004,
hra Pradesh.

r Vamsi Sai Tumu,

: **Letter of Offer**

nk you for exploring career opportunities with TATA Consultancy Services Limited (TC have successfully completed our initial selection process and we are pleased to make ffer.

offer is based on your profile and performance in the selection process. You have b cted for the position of **Assistant System Engineer-Trainee** in Grade Y. You will b of the application development and maintenance projects across any of the business un L.

gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms litions set out herein. Annexure-1 provides the break-up of the compensation packa

ly confirm your acceptance of this offer online through the option 'Accept Offer letter'. I pted within 48 hours, it will be construed that you are not interested in this employment offer will be automatically withdrawn.

you accept this offer you will be issued a joining letter indicating the details of your joi and initial place of posting. You will also be issued a letter of appointment at the time of e after completing joining formalities as per company policy.Your offer is subject ive background check.

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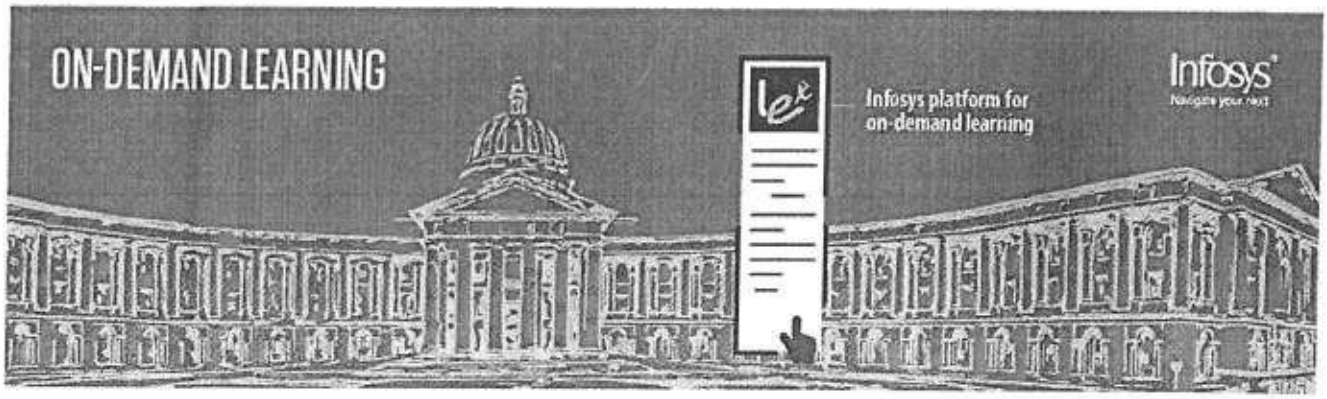
Gmail

Srija Tungala <srijaatungala@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com> 31 January 2019 at 11:22
To: "srijaatungala@gmail.com" <srijaatungala@gmail.com>, "tungalasrija@gmail.com" <tungalasrija@gmail.com>



Dear Tungala ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** srijaatungala@gmail.com
- **Password:** 6NtA332Q

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

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Letter of Intent - SAI RAMCHARAN TANGIRALA - Ref. No.: 8286805

1 message

<careers@wipro.com>
To: ramcharantangirala936@gmail.com

Sat 6 Apr, 2019 at 11:35 AM

Campus - Letter Of Intent

06-Apr-2019

Dear SAI RAMCHARAN TANGIRALA,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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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Gmail

v.s. sreenivas <v.s.sreenivas007@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com> Thu, Jan 31, 2019 at 11:27 AM
To: "v.s.sreenivas007@gmail.com" <v.s.sreenivas007@gmail.com>, "sreenivas98vs@gmail.com" <sreenivas98vs@gmail.com>

Dear Vallabhajyosyula ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** v.s.sreenivas007@gmail.com
- **Password:** jjNxx7tJ

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

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Percipio Assignments | Percipio Journey 3 Building Next | View My Pay Summary - SAP Ne | View Worker - Sasi Gopal Vanab

myworkday.com/dxctechnology/d/inst/1$37/247$293900.htmld#TABINDEX=1&SUBTABINDEX=0

DXC TECHNOLOGY

Search

Sasi Gopal Vanabathina (11603718)

Associate Professional Software Engineer

Actions

Email Team

Summary

Job

Contact

Compensation

Benefits

Personal

More (2)

Job Details | Manager History | Organizations | Worker History | Management Chain | Additional Data

Job Details

Employee ID	11603718
Supervisory Organization	69999999 DXC () >> 65007726 Xuber Prod Sup4 (Preeti Dengri (11527376))
Position	71400371 Associate Professional Software Engineer
Business Title	Associate Professional Software Engineer
Job Profile	Associate Professional Software Engineer
Employee Type	DXC - Regular
Time Type	Full time
FTE	100.00%
Location	IND Noida - A-44/45 Noida Towers Sec-62 (CSC Location)
Hire Date	05/28/2020
Original Hire Date	05/28/2020
Continuous Service Date	05/28/2020
Length of Service	1 year(s), 8 month(s), 11 day(s)

Contact Information - Public

Email vanabathinasasigopal@dxc.com

Work Address

A 44/45, Galaxy Business Park Sector-62 Noida- 201301 Uttar Pradesh India

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Date: **24 JULY 2019**

Name : Vanjarapu Mounika

Address : D.No: 20/280, Dandiyalapeta
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Mounika,

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 2019.**
- 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:_____

Ref: TCSL/CT20182426892/1235061/Hyderabad
Date: 18 April 2019

MR. ADITYA VEMAVARAPU
10/283-B Sai Neni Residency Flot No 201 3rd Line,
Rajendhra Naghar, Gudivada,
Andhra Pradesh-521301.
Tel# 919063622314

Sub: Joining Letter

Dear Mr. Aditya Vemavarapu,

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 2019** and your training location is **Trivandrum** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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

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.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

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,

Damodar Padhi
Vice President & 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

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182426892/Hyderabad
Date: 09/10/2018

Mr. Aditya Vemavarapu
10/283-B Sai Neni Residency Flot No 2013rd Line,
Rajendhra Naghar,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9491754755

Dear Aditya Vemavarapu,

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. 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 48 hours, 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 issued 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 **₹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 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 Serviceline: 1800 209 3111 Email: careers@tcs.com

15-4N

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182426892/Hyderabad
Date: 09/10/2018

Mr. Aditya Vemavarapu
10/283-B Sai Neni Residency Flot No 2013rd Line,
Rajendhra Naghar,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9491754755

Dear Aditya Vemavarapu,

Sub: Letter of Offer

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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 Servicelines: 1800 209 3111 Email: careers@tcs.com

VEE TECHNOLOGIES
Extraordinary Outcomes

15- 4N3

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting

123/140

Legal
Logisti
Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **vetsa uma sankar,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank cheque leaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services
For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
***for* Vee Technologies Pvt. Ltd.,**

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Annexure – A

Vee Salary Breakup		
Particulars	**Bangalore / Chennai (Rupees)**	**Salem (Rupees)**
Basic	6572	6207
House Rent Allowance	3286	3104
Conveyance Allowance	0	0
Medical Reimbursement	0	0
Piece Rate Incentives	4108	3879
VPLI	2465	2328
Gross Salary	**16431**	**15518**
PT	200	0
ESI	288	272
PF	789	745
Total Employee Contribution	1277	1017
Net Salary	**15154**	**14501**
ESI Employer	780	737
PF Employer	789	745
Total Employer Contribution	1569	1482
CTC/Month	**18000**	**17000**
Total CTC/Annum	**216000**	**204000**

Note:

1. *Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court is available*
2. *Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary*
3. *As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/- City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)*
4. *Professional Tax (PT) Deduction:*
   - *Karnataka: Monthly Rs 200/-*
   - *Tamil Nadu: Rs 1250/- every six months*

15-UNU 124/140

Revised Compensation Structure and Benefits

WELCOME TO WIPRO

Dear **Teja Viswanadhapalli** ,

As you are aware, Wipro Limited ("Wipro") has entered into a definitive agreement to acquire Eximius Design India Private Limited ("Eximius" or "Company"). The transaction has been closed with all regulatory approvals in place.

We are pleased to share your "Revised Compensation Structure and Benefits" – that includes your revised compensation structure, benefits and certain terms of your employment in line with Wipro's employment terms. The Revised Compensation Structure and Benefits will be effective August,1st 2021 (Hereinafter referred to as the "Effective Date"). The 'Effective Date' is subject to change basis system roll-out timelines and you shall be notified of the same accordingly.

This letter shall be read along with your Eximius offer letter, the addendum letter i.e. the document titled 'Amendment to Employment Terms and Conditions' from Wipro that you had signed earlier, and together will form your contract of employment.

Please review and acknowledge your acceptance of this document through the link provided.

On behalf of Wipro, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Signed by Teja Viswanadhapalli | teja.viswanadhapalli@wipro.com | 20-08-2021 10:39:38 AM IST | 103.215.54.100

In case you have, any queries please feel free to reach out to us at rekha.pulluru@wipro.com / gouthami.jampala@wipro.com.

Sincerely,
For Wipro Limited

Putul Mathur

Putul Mathur

Vice President - Human Resources

Signed by Teja Viswanadhapalli | teja.viswanadhapalli@wipro.com | 20-08-2021 10:39:38 AM IST | 103.215.54.100

15-4-N6

TATA

Ref: TCSL/DT20184308437/1275723/Hyderabad
Date: 09 August 2019

MS. SUPRIYA VUNNAVA
5-446/2 Rajiv Center,
Nancharamma Cheruvu Street, Mangalagiri,
Andhra Pradesh-522503.
Tel# 918333975748

Sub: Joining Letter

Dear Ms. Supriya Vunnava,

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 September 2019** and your training location is **Ahmedabad** . 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
IT/ITES SEZ,,
PLOT # 41,Gandhinagar,Gujarat,
Ahemdabad, Gujrat-382009.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Vineet Yogeshbhai Kakkad
Phone: 07961707188
Email Id: vineet.kakkad@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

P
and Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Park 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

15-4N6

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 designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

The program will have 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.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

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

TATA

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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,

Damodar Padhi
Vice President & 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

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Tech Mahindra
Cerium SYSTEMS

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date: 24th Dec 2020

Shiva Jyothi Yarraguntla
Door no. 202,Sai Kalyan residency,
Street : Shanthi Nagar 4th Street,
City: Gudivada Mandal: Gudivada mandalDistrict : Krishna dist.
State: Andhra PradeshPincode:521301
Phone No: 7661991272

Subject - Offer of Appointment

Dear **Shiva Jyothi Yarraguntla,**

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.

2. Your "Annual Total Cash Compensation" will be **Rs: 3,10,000 (Indian Rupees Three lakhs ten thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.

3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**

5. You are required to join on **18th Jan 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Offers@cerium-systems.com** latest by **28th Dec 2020.**

15-4N8
EID → S400726837.

Tech Mahindra
Cerium SYSTEMS

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date: 24th Dec 2020

Shiva Jyothi Yarraguntla
Door no. 202,Sai Kalyan residency,
Street : Shanthi Nagar 4th Street,
City: Gudivada Mandal: Gudivada mandalDistrict : Krishna dist.
State: Andhra PradeshPincode:521301
Phone No: 7661991272

Subject - Offer of Appointment

Dear **Shiva Jyothi Yarraguntla,**

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**
5. You are required to join on **18th Jan 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Offers@cerium-systems.com** latest by **28th Dec 2020.**

4:30

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Welcome Onboard - Onboarding Pass Ready for Print

Inbox

cognizantHR 8 Jul 2020

to me, c2c

Cognizant

Dear Recruit ,
Candidate ID: 13139745

Greetings from Cognizant!

Congratulations! Your **'Onboarding Pass'** has been successfully generated for your date of joining and is now available for print, in the pre-joining task section. Please check the date of joining (YYYY-MM-DD) : 2020-07-11 in your Onboarding Pass before printing.

Kindly carry all the mandatory documents mentioned in your Date of Joining Intimation mail, 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 HR Team

***THIS IS AN AUTO TRIGGERED MAIL. PLEASE DO NOT REPLY ***

Cognizant

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

15-4N9

Cognizant

26-Feb-2019

Dear Y Hema Naga Mounika
Machilipatnam, B.Tech/B.E.,
CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13004081

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs. 21,755/- 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:

Letter of Intent

Doc Ref. No.:QC20191348 Date of Issue: 12th JUNE 2019

Dear **YERUVA PRAVALLIKA**,

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.

15-402 CW 01/140

TATA

Ref: TCSL/DT20195764964/1495265/Hyderabad
Date: 16 April 2021

MR. SAI MANIKANTA YADAV ADDAGARLA
12-169 Kalidindi Road,
Opp. Hanuman Temple, Kaikalur,
Andhra Pradesh-521333.
Tel# 917095340917

Sub: Joining Letter

Dear Mr. Sai Manikanta Yadav Addagarla,

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

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

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

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

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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

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 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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2010107.

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20195764964/Hyderabad
Date: 13/04/2021

Mr. Sai Manikanta Yadav Addagarla
12-169Kalidindi Road,
Opp. Hanuman Temple,
Kaikalur-521333,
Andhra Pradesh.
Tel# 91-9154236777

Dear Sai Manikanta Yadav Addagarla,

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

15481A04404 02/140

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182528697/Hyderabad
Date: 09/10/2018

Mr. Sai Krishna Akurathi
15/106Near Anjaneya Swami Temple,
Epurupalem,
Chirala-523166,
Andhra Pradesh.
Tel# -9290505646

Dear Sai Krishna Akurathi,

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. 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 48 hours, 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 issued 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

Letter of Intent

Doc Ref. No.:QC20191326 Date of Issue: 12th JUNE 2019

Dear **ANIL BETHE**,

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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TATA

Ref: TCSL/CT20182484324/1234076/Hyderabad
Date: 18 April 2019

MS. ASHLEY MUTTANTHOTTIL
57-3-8 Yadavul Bazar,
Patamata, VIJAYAWADA,
Andhra Pradesh-520010.
Tel# 917382758375

Sub: Joining Letter

Dear Ms. Ashley Muttanthottil,

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 2019** and your training location is **Trivandrum** . We are pleased to inform you that your work location is **Hyderabad** and your stream is **EIS** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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

15-410

Offer: Computer Consultancy
Ref: TCSL/CT20182484324/Hyderabad
Date: 09/10/2018

Ms. Ashley Muttanthottil
57-3-8Yadavul Bazar,
Patamata,
Vijayawada-520010,
Andhra Pradesh.
Tel# 91-8074356864

Dear Ashley Muttanthottil,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued 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

15-412

TATA

Ref: TCSL/DT20184441010/1234117/Hyderabad
Date: 18 April 2019

MS. AZGAR TASNEEM
2-73/A Shadikhana Street,
Aatapaka, Kaikaluru,
Andhra Pradesh-521333.
Tel# 919395529464

Sub: Joining Letter

Dear Ms. Azgar Tasneem,

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 2019** and your training location is **Trivandrum** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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

TATA

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.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

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

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TCS Joining Letter Inbox

TCS Recruitment - Entry L... 20/12/2019
to me

Dear Mahesh Ponnadi
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 2ND JANUARY 2020 at Hyderabad.
Address of ILP Centre:
TATA CONSULTANCY SERVICES LTD
Survey No.109,110 & 111/2
Nanakramguda Village, Serilingampally Mandal, R R District
Hyderabad 500032,Telangana
Contact Person: Mr. Nirupam Biswas
Tel No.: +914067892999
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

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

Letter of Intent

Doc Ref. No.:QC20191327 Date of Issue: 12th JUNE 2019

Dear **BADIPATI PRATHYUSHA**,

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
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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.

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You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

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- 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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Infosys
Navigate your next

HRD/3T/1003313989/21-22

March 11, 2022

Ms. Bandela Prema Jyothi
5-44 & Near Bus Station
Pamidimukkala Mandal
Inapuru-521247
India

Ph: +91-9490788417

Dear Bandela,

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: 2022.03.11 12:20:52 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

HRD/1003313989/21-22

March 11, 2022

Ms. Bandela Prema Jyothi
5-44 & Near Bus Station
Pamidimukkala Mandal
Inapuru-521247
India

Ph: +91-9490788417

Dear Bandela,

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.

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Gmail

Venu Gopal <gvenuban@gmail.com>

Offer Letter - Trainee- B. Venu Gopal

4 messages

Training <training@ctrls.in> Thu, Dec 13, 2018 at 12:48 PM
To: gvenuban@gmail.com
Cc: Roop Kumar Raju <roopkumar.g@ctrls.in>

Dear B. Venu Gopal,

Congratulations!!!

Further to your 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 - 70 days**. The training commencement date will be intimated in the next consecutive mails.**
- 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.

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 Monday EOD, to this same mail with the same subject line.

Looking forward for your response.

Best Regards,

Haritha. B | Training and Development | +91 733 738 5280

Date: **24 JULY 2019**

Name : Baswani Chandra Manoj

Address : D.No: 11-1-33,Narasapuram
West Godavari, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Manoj

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 2019.**
- 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:_____

Date: **24 JULY 2019**

Name : Bhava Sandya Rani Kumari

Address : D.No: 1-17,Nidamanuru
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Sandya Rani Kumari,

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 2019.**
- 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:_____

Date: **24 JULY 2019**

Name : Bhogaraju Shri Harika

Address : D.No: 2-175/8,Gannavaram
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Harika,

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 2019.**
- 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.:QC20191328 Date of Issue: 12th JUNE 2019

Dear **BOLLEPALLI ASHOK**,

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.:QC20191330 Date of Issue: 12th JUNE 2019

Dear **BONDILI KUNDHAN**,

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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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		
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(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
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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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Letter of Intent

Doc Ref. No.:QC20191331 Date of Issue: 12th JUNE 2019

Dear **BURUGU KAVYA**,

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.

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Compensation & Benefit Details

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Monthly Salary Components		
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(B) House Rent Allowance	2,250	27,000
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(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		
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Benefits		
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APPOINTMENT LETTER

April 30, 2019

Ms. Pushpa Chagarlamudi
1-5, Flatno-304, Sri Shesha Sai Apartments
Near Krishna Kanth Rice Mill Garikaparu Road
Yakamuru- 521165
Andhra Pradesh

Dear **Pushpa Chagarlamudi**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:
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Doddakannelli
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Bengaluru 560035
India

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W : wipro.com
C : L32102KA1945PLC020800

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.

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.

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7. Assignment of Intellectual Property

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

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

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d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 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.

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 upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____
Name: _____
Signature: _____ Date: __/__/____
Place: _____

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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/___/_____ **Signature:.....**

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.
As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

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 ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

Registered Office:
Wipro Limited
Doddakannelli
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C : L32102KA1945PLC020800

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ANNEXURE III

SALARY OFFER SHEET

Name : Pushpa Chagarlamudi

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
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 (5% of CTC)	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.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
b. Contingency loan of Rs.50,000/- towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/___/_____ **Signature:.....**

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ANNEXURE – IV

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

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

Name:

Date: __/___/_____ **Signature:.....**

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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

a. Individual linked parameter: Based on number of days 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. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

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.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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 appointment. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount 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. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS): This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 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.

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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

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 pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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1. **Your Life and Accident Cover:**

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of upto Rs. 5,000 per week. In case of Death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.
b. Group Life Insurance Program: 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. Employees can also get an extra coverage for a nominal and highly negotiated premium.
Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. **Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.
We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year.The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.
For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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15-435

Letter of Intent - Pushpa

From: pushpa chagarlamudi (pushpachagarlamudi@gmail.com)

To: rk_chagarlamudi@yahoo.com

Date: Saturday, 6 July, 2019, 07:41 pm IST

Campus - Letter Of Intent

January 13, 2019

Dear Pushpa Chagarlamudi,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

CW 15-437

12/140

TATA

Ref: TCSL/DT20217588186/1460496/Chennai
Date: 08 March 2021

MS. LAVANYA CHEBROLU
9-563/A Purugulapeta,
Epurupalem, Chirala,
Andhra Pradesh-523166.
Tel# 919666261039

Sub: Joining Letter

Dear Ms. Lavanya Chebrolu,

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 March 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, 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

TATA

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

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

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

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Letter of Intent

Doc Ref. No.:QC20191332 Date of Issue: 12th JUNE 2019

Dear **CHEMITI MOURYA 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**
- 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.

15-439

Bond Agreement (on non-judicial stamp paper)

This Bond Agreement (hereinafter referred to as the "**Agreement**") is made on this 08 (DD)day of 02/21..... (MM/YY)

BY AND BETWEEN

Aricent Technologies (Holdings) Limited, a Company incorporated under the Companies Act 1956 and having its Registered Office at 5, Jain Mandir Marg (Annexe.), Connaught Place, New Delhi-110001, (hereinafter called the "**Aricent (Altran Company)**"), which expression shall include its successors, and assignees on one part;

AND

Mr. /Ms. CHILAKA VENKATA HIMA TEJA, (Name), Aged 23 years, S/o, D/o, w/o

Mr. CH.MOHAN RAO, resident of 9-277, VISWANADHAPURAM, 2ND LINE PODILI, PRAKASAM, ANDHRA PRADESH (hereinafter called the "**Trainee /Employee**")

&

Mr. /Ms. CH.MOHAN RAO, (Name of the Surety), Aged 57 years, S/o, D/o, W/o Mr. CH.VENKATESWARLU resident of 9-277, VISWANADHAPURAM, 2ND LINE, PODILI, PRAKASAM DISTRICT, ANDHRA PRADESH, 523240 (hereinafter called the "**Surety**"), which expression shall include his/her heirs, executors and administrators on the other part.

Recitals:

WHEREAS Aricent (Altran Company) believes in providing training to its affiliates to upgrade their practical knowledge, technical skills & capabilities to develop them into specialized professionals who can achieve the requirements of their assigned projects.

Ch.V.HimaTeja
08/02/2021

AND WHEREAS In the process of recognizing importance of training and developing specialized skills, Aricent (Altran Company) has decided that some specified class of employees on their joining, shall be imparted training to refine them with enhanced skills and capabilities which could enable them to achieve excellence in their field.

AND WHEREAS Aricent (Altran Company) will organizes the Initial Training Program for duration of six to twelve months, including class room study, project training under their assigned managers with the support & efforts of Training Department of the Company (hereinafter referred to as the "**Initial Training Program**").

AND WHEREAS Mr./Ms. CHILAKA VENKATA HIMA TEJA (Name) has joined Aricent (Altran Company) as "Trainee" from Date of Joining, 08/02/2021 (DD/MM/YYYY), is desirous & passionate to undergoing the Initial Training Program for the aforesaid Training Period.

AND WHEREAS Aricent (Altran Company) agrees to incur all the Training cost & expenses of **INR 600,000** for organizing the Initial Training Program on the pre-condition that each such Trainee on his/her joining shall execute this Agreement binding himself / herself by the following conditions such as:

(i) He / she will be working as a "Trainee" for initial period of six to twelve months. The company at its sole discretion and assessment of trainee's performance, post completion of at least 6 months training, may offer the trainee an employment with the company at as a full time employee.

(ii) He / She in consideration to the cost which Aricent (Altran Company) shall incur on such skill enhancement and training activities, shall continue to be associated with Aricent (Altran Company) for entire period of the "Initial Training program"

(iii) On successful completion of 12 months Initial Training program and being offered a full time employment with Aricent (Altran Company), the trainee shall continue to work for Aricent (Altran Company) for an additional period of 24 months. However, in case the Trainee is being offered an employment on completion of 6 months or anytime earlier than 12 months of start of Initial Training Program, in that case the Trainee shall to continue to work for Aricent (Altran Company) for an additional period of 30 months or prorated balance period i.e. total committed period shall be 36 months from the start of Initial Training program.

(iv) He/she shall bind himself/herself to reimburse Aricent (Altran Company) with an amount of **INR 600,000** in case, he/she resigns from service or their services are terminated by the company for acts of misconduct, anytime during the "Initial training program" and during 24-30 months preceding the initial training program after joining Aricent Technologies (Holdings) Limited as employee.

Ch.Vittima Teja
08/02/2021

AND WHEREAS Aricent (Altran Company) agrees that during the period of Initial Training Program at its Premises, the trainee shall be paid a monthly stipend of **INR 15,000/-**. On successful completion of the initial training program, the trainee may be offered a full time employment at **Grade V2** and designated as **Engineer** with annual Total compensation of **INR 400,000/-**.

AND WHEREAS Aricent (Altran Company) & the Employee enter into this Agreement on the terms and conditions as stated and expressed hereunder: -

NOW THEREFORE THESE PRESENT WITNESSES AND IT IS HEREBY MUTUALLY AGREED TO BY AND BETWEEN THE PARTIES HERETO AS UNDER: -

1. The Initial Training Program shall be for a period of six to twelve months. The entire training cost shall be borne by Aricent (Altran Company).

2. **Covenants of the Trainee and subsequent Employee on successful completion of "Initial Training program":**

a) shall faithfully undertake and complete his/her Initial Training Program / employment

b) shall be punctual in attendance and diligent in his work during his/her training / employment and shall devote all his/her working time and the best of his/her abilities, exclusively for the benefits of Aricent (Altran Company);

c) shall further agrees to obey all orders of and carry out all the duties entrusted on him/her from time to time by his/her Senior Officials/Mangers;

d) shall undertakes to return to his/her job immediately on being offered full time employment after completion of his/her Initial Training Program;

e) binds himself /herself to serve Aricent (Altran Company) for a minimum period of 36 months from the date of joining Aricent Technologies (Holdings) Limited or its affiliates as trainee. Shall hereby authorizes Aricent (Altran Company) to deduct applicable amount towards recovery of training cost from his/her full and final settlement of dues and also undertakes to pay the difference in the amount to Aricent (Altran Company) on demand, failing which the bond shall be enforceable and the amounts payable by the surety Mr./ Ms. CH. MOHAN RAO .....who agrees to the terms herein;

f) shall abide by all instructions regarding the training conveyed to him/her by Aricent (Altran Company) and/or the authorities charged with his/her training and without at any time absenting himself (except for just and reasonable cause on securing leave in writing from the proper person before-hand) from neglecting the duties entrusted to him and in general to abide by all the rules and regulations of Aricent (Altran Company);

h) shall in the event of contracting an infectious disease requiring prolonged hospitalization, communicate the nature and conditions of the disease to Aricent (Altran Company);

Ch.V.tima Teja
08/02/2021

i) shall ensure that he/she does not get involved in any activity which is forbidden by law, or omits/commits any act which constitutes an offence under the law or commits an offence involving moral turpitude;

j) shall be bound to observe and abide by all the terms and conditions and stipulations hereinafter contained as above & also by such other rules and regulations as may be framed by Aricent (Altran Company) from time to time to be observed by or to be applicable to the Trainee or employee of his/her class;

k) shall with the Surety unconditionally bind themselves jointly & individually and undertake to indemnify Aricent (Altran Company) against its all and any kind of any loss, cost, charges, damages, injury or liability caused directly or indirectly by the Trainee / Employee due to negligence in performance, dereliction of duty, default, misconduct, dishonesty, non-performance, error in judgment, breach of duty, mismanagement and/or embezzlement during the course of his/her employment with Aricent (Altran Company) while serving on his/her present post or any other post to which he/she is subsequently promoted or assigned on deputation or reverted by the management of Aricent (Altran Company).

l) In the event of breach of any of the forgoing clauses, Employee shall undertake to pay to the Company the said amount of INR <Bond amount> against cost & expenses incurred on his/her Training and skill enhancement by the Company and shall further entitle the Company to recover the same from his/her Surety hereinafter mentioned entirely at his/her and/or the said surety's risk costs and its consequences; and shall bind himself/herself with his/her Surety jointly or severally to reimburse Aricent (Altran Company) in case he/she resigns or early terminate his/her services within or before completion of 36 months from the date of joining Aricent Technologies (Holdings) Limited as trainee

3. **Covenants of Aricent (Altran Company):**

a) agrees that during the period of Initial Training Program at its Premises, the trainee shall be paid regular stipend during this Training Period.

b) agrees that the Employee shall be entitled to all the benefits & facilities as available to other Permanent employees of Aricent (Altran Company) once offered permanent / full time employment after successful completion of the "Initial Training period"

4. This Agreement shall not be enforceable against the Employee in case he/she is terminated from service due to redundancy.

5. The decision of Aricent (Altran Company) as to whether the Trainee / Employee has or has not performed or observed any of the covenants aforesaid shall be final and binding on the Trainee / Employee.

6. In the event of any dispute or difference arising between Aricent (Altran Company) and the Trainee / Employee and/or Surety in relation to this Agreement, the courts at New Delhi shall have the jurisdiction to entertain the same.

Ch. Uttima Teja
08/02/2021

IN WITNESS WHEREOF the parties subscribe their signatures on the date and place referred hereinabove.

For Aricent Technologies (Holdings) Limited

Ch.V. Himateja
SIGNATURE OF THE EMPLOYEE

SIGNATURE OF THE AUTHORISED OFFICER OF ARICENT (ALTRAN COMPANY)

NAME OF THE TRAINEE / EMPLOYEE: CHILAKA VENKATA HIMA TEJA

ARICENT (ALTRAN COMPANY) ID: _____

Witness: -

1. CH. Sridevi
2. D. Mounika

I have read the terms and conditions of the bond Agreement herein above. I accept the same as surety and undertake to compensate Aricent (Altran Company) on behalf of the Employee, jointly and severally in case the Employee, Mr./Ms. CH.V. HIMATEJA defaults in making the payment.

Ch. M. Rao
SIGNATURE OF THE SURETY

NAME CH. MOHANRAO

ADDRESS 9-277, VISWANADHAPURAM, 2ND LINE, PODILI
PRAKASAM DISTRICT, ANDHRA PRADESH, 523240

Ch.V.Himateja
08/02/2021

CW 15-440 only offer.

14/140

Fareportal[SM]

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/1361/48/2021

Date: **23-Aug-2021**

Mr. Chimmiri Kalyan
1-57 A, Oc Colony, Mannetikota, Prakasham,
Andra Pradesh(523292)
Mob: 9705952434
Email ID: kalyanchimmiri@gmail.com

Subject: Offer of Employment

Dear Chimmiri,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months.**

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its ***MOAS*** and ***EBITDA***. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of Aug'2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.

For Fareportal India Pvt. Ltd

Birendra Bhandari

Manager – People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st Aug2021.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory 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.**

15/140

15481A0441

Gmail

Venu Gopal <gvenuban@gmail.com>

Fwd: Congratulations- Offer letter of Mr Chinta Badari Nagasai

1 message

badarinagasai chinta <badarinagasaichinta@gmail.com> Wed, Apr 17, 2019 at 8:20 AM
To: gvenuban@gmail.com

---------- Forwarded message ---------
From: **hr** <hr@efftronics.com>
Date: Mon, 31 Dec, 2018, 11:03
Subject: Congratulations- Offer letter of Mr Chinta Badari Nagasai
To: <kskbharadwaj@gmail.com>
Cc: SATISH BARMA <bsatish@efftronics.com>, madhavip@efftronics.com <madhavip@efftronics.com>, SPURTHI DASARI <spurthi@efftronics.com>, <badarinagasaichinta@gmail.com>

Dear Sir,

Greetings from Efftronics...!!

Congratulations..!! Your student offer is confirmed as a R&D Engineer at Efftronics Systems Pvt Ltd.,

We feel very happy to share this offer letter to you. Please go through the enclosed attachment.

Please get it signed by the candidate & their parents on each and every page along with the left thumb print.

Please revert back the duly signed copy by 3-Jan-19 (1 PM).

Have a Good day..!!

With Regards,
Tejaswi B,
Talent Acquisition,
Efftronics Systems Pvt Ltd.,
9959890022.

On 04-10-2018 17:22, hr wrote:

Dear Sir/Madam,

Greetings from Efftronics...!!!

Final Interviews for the qualified candidates in first level technical interviews are scheduled as below.

The Candidates has to report at Efftronics Office by **7:30AM on Scheduled Date**. Please confirm the same from your end.

The Candidates has to carry the Passport Size photograph.

Please let us know if any queries.

Thanks & Regards,
Satish Barma

1548180431 ~~1548180433~~

Gmail

Borra Kranthi kumar <kranthikumar1410@gmail.com>

Letter of Intent - Kranthi Kumar Borra - Ref. No.: 8263129

careers@wipro.com <careers@wipro.com>
To: kranthikumar1410@gmail.com
Cc: manager.campus@wipro.com

Tue, Dec 4, 2018 at 5:48 PM

Campus - Letter Of Intent

December 04, 2018

Dear Kranthi Kumar Borra,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

Letter of Intent

Doc Ref. No.:QC20191333 Date of Issue: 12th JUNE 2019

Dear **CHIRLA MADHURI**,

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.

15481A0446 16/140

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

To provide insight for enhancing wealth

EFF/HRD/19-20/OFF-RD/010

22-Oct-18

To

Mr. DAMA AJAY BABU,
S/O D RAM BABU,
D.NO: 3-120,
KUNKALAMARRU (V),
KARAMCHEDU,
PRAKASAM DT,
ANDHRA PRADESH

Dear Mr. DAMA AJAY BABU,

Subject: Provisional Offer Letter as Engineer - Design Trainee in Research & Development

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (Engineer - Design) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be in first week of **June'19 (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

Sruthi. D

Mfrs: Networking Data Loggers and LED Displays
Developers: Embedded Systems, Software

"R&D" Recognised by DSIR, Govt. of India
A PRODUCT DEVELOPMENT COMPANY
An ISO 9001:2008 Company

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 **TWO YEAR SIX MONTHS** 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.5.52 Lakh** per annum with Gross salary **35K**.
7. **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.**
8. **As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.**

Separation:

9. 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.
10. 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.

Verified by

Sruthi.D

11. 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.

12. 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

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

Signature of candidate

Verified by

Sruthi. D

15481A0471

Gmail

Sunil Gelli <gtnvvsunil9999@gmail.com>

Letter of Intent - Gelli Teja Naga Veera Venkata Sunil - Ref. No.: 8311163

careers@wipro.com <careers@wipro.com>
To: gtnvvsunil9999@gmail.com
Cc: manager.campus@wipro.com

Wed, Dec 19, 2018 at 6:32 AM

Campus - Letter Of Intent

December 19, 2018

Dear Gelli Teja Naga Veera Venkata Sunil,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15-448

Ref: TCSL/CT20182426070/1273319/Hyderabad
Date: 19 August 2019

MS. SAI SAMEERA DAMPANABOYINA
20/516-12-1 Ngo Colony,
By The Side Of Collectors Bungalow, Machilipatnam,
Andhra Pradesh-521002.
Tel# 917013085932

Sub: Joining Letter

Dear Ms. Sai Sameera Dampanaboyina,

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

We are pleased to inform you that your joining date at TCSL will be **03rd September 2019** and your training location is **Nagpur** . 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.

Mihan SEZ; Village Dahegaon Survey No. 72
Hingna PS Post Khapri,
Nagpur,
Nagpur, Maharashtra-441108.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Vineet Yogeshbhai Kakkad
one: 917961707188
Email Id: vineet.kakkad@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

15-448

TATA

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 designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India

15-448

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 India

1548IA0449 19/140

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182506163/Hyderabad
Date: 09/10/2018

Mr. Sesha Sai Vamsi Krishna Dandamudi
1-99aOpp Panchayathi,
Panchayathi,
Gudivada-521331,
Andhra Pradesh.
Tel# -9182403075

Dear Sesha Sai Vamsi Krishna Dandamudi,

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. 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 48 hours, 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 issued 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 Servicelines: 1800 209 3111 Email: careers@tcs.com

15481A0450

20/140

Gmail

Venu Gopal <gvenuban@gmail.com>

Fwd: Letter of Intent - DANGETI TIRUMALA DURGA ARAVIND KUMAR - Ref. No.: 8434086

1 message

D Aravind kumar <durgaaravindkumar97@gmail.com> Wed, Apr 17, 2019 at 8:23 AM
To: gvenuban@gmail.com

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Wed, Jan 9, 2019, 6:04 AM
Subject: Letter of Intent - DANGETI TIRUMALA DURGA ARAVIND KUMAR - Ref. No.: 8434086
To: <durgaaravindkumar97@gmail.com>

Campus - Letter Of Intent

09-Jan-2019

Dear DANGETI TIRUMALA DURGA ARAVIND KUMAR,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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.

Letter of Intent

Doc Ref. No.:QC20191334 Date of Issue: 12th JUNE 2019

Dear **DASARI VAMSIKRISHNA**,

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.

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC048369
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

21/140

15-456

OFFER & APPOINTMENT LETTER

Offer Release Date: November 29, 2021

Dear DOKKU RAJA RAJESWARI Devi,
D.no 4-115,yadava's street,punadipadu, Vijayawada,,
Andhra Pradesh, India, 521151

Dear **DOKKU RAJA RAJESWARI Devi,** 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 30, 2021** at 9:00 A.M at the following address **Chennai-SEZ, SDB2 Sholinganallur 602/3** .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 3,65,000** 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.

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,

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

For HCL Technologies Ltd.

Amrita Das

Vice President, Head-Global Rewards

15_458

TATA

Ref: TCSL/CT20182488049/1261416/Hyderabad
Date: 16 July 2019

MS. HEMA SAI DUTTA
3-102 Main Road,
Aaruthegalapadu, Kallapalem,
Andhra Pradesh-521344.
Tel# 918074201006

Sub: Joining Letter

Dear Ms. Hema Sai Dutta,

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

We are pleased to inform you that your joining date at TCSL will be **05th August 2019** and your training location is **Hyderabad** . 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 Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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

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 designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

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

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

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

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

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO 11 MIDC Andheri Mumbai 400 093 India
Tel 91 22 6779 6868 Fax 91 22 6779 6855 Website www.tcs.com

23
140

15 - 461

Dear Emani Madhusree,

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of '**Software Engineer**' 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April 2019.**

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT" (SA)** soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

::DISCLAIMER::

This email and any files transmitted with it are confidential and may contain confidential health or other information intended only for the use of the individual or entity named to whom they are addressed. The information her ein is <
b>
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Letter of Intent

Doc Ref. No.:QC20191336 Date of Issue: 12th JUNE 2019

Dear **GADE BALAJI**,

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.

Cognizant

15-466

26/140

26-Feb-2019

Dear Ganta Chandrika
Siripuram, B.Tech/B.E.,
CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13004049

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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 60.0% 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:

Nalsoft

15-408

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Campus Drive - Results

Balaji Varre <balaji.varre@nalsoft.net>
To: "placementofficer@gecgudlavalleru.ac.in" <placementofficer@gecgudlavalleru.ac.in>
Cc: Janakiram <janakiram.d@nalsoft.net>

Mon, Sep 10, 2018 at 5:43 PM

Dear Mr. Sai Krishna Kota,

Thank you for your assistance in conducting a smooth drive at your campus on 5th and 6th September of 2018.

We are pleased to inform that the following candidates are selected in the campus drive.

1. Garikapati Kavya — 15-468 **(Roll Number –15481A0468)** with **CTC 4 LPA**
2. Pamidimukkala Jaya Mydhily Sunayana **(Roll Number –15481A05G3)** with **CTC 4 LPA**

The offer letters would be released shortly.

Regards, Balaji

Nalsoft

15-468

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Campus Drive - Results

Balaji Varre <balaji.varre@nalsoft.net>
To: "placementofficer@gecgudlavalleru.ac.in" <placementofficer@gecgudlavalleru.ac.in>
Cc: Janakiram <janakiram.d@nalsoft.net>

Mon, Sep 10, 2018 at 5:43 PM

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We are pleased to inform that the following candidates are selected in the campus drive.

1. Garikapati Kavya — 15-468 **(Roll Number –15481A0468)** with **CTC 4 LPA**
2. Pamidimukkala Jaya Mydhily Sunayana **(Roll Number –15481A05G3)** with **CTC 4 LPA**

The offer letters would be released shortly.

Regards, Balaji

15481A0470

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20172153704/Hyderabad
Date: 09/10/2018

Mr. Swaroop Srinagamanikhanta Garre
6/135-1Khojjillipet,
Nageswara Swamy Temple,
Machilipatnam-521001,
Andhra Pradesh.
Tel# -

Dear Swaroop Srinagamanikhanta Garre,

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. 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 48 hours, 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 issued 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

15-474

Cognizant 30/140

26-Feb-2019

Dear Godavari Rohit Kumar
Tatiyakulagudem,
B.Tech/B.E., CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13004063

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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:

15-476
(a)

ZENQ

Zen Quality Assurance Pvt Ltd
1st, 2nd & 3rd Office floor, Atria Building
The V, Plot # 17, Software Units Layout,
Madhapur, Hyderabad 500081
Phone No.: 040-66872000

Employee Number

2178

Blood Group

A+ve

Emergency Contact Number

9989821584

This card is the property of and is governed by the policies stipulated by Zen Quality Assurance Private Limited.

Unauthorized use of the card is prohibited, if found, please return it to the above address

ZENQ

476

Offer Intent

Gudlavalleru
26-oct-2018

Dear G. Sai Santhosh,

Sub: **Offer of Employment**

Congratulations! Pursuant to our discussions, we are delighted to extend you Offer of Intent with **Zen Quality Assurance Private Limited ("Company").**

You will be designated as **Test Engineer** and your gross annual salary will be **Rs.2,80,000.** Your employment with the Company will commence tentatively from **July 01, 2019** at **Hyderabad.** However, the exact Date of Joining will be informed to you.

This offer is subject to the following terms and conditions:

1. **Education**
   Your appointment is contingent upon successful completion of your Highest Qualification scoring 70% and above throughout the academic with no backlogs.
2. **Employment Agreement**
   1.1 You agree to work for the Company for at least Thirty (30) months from the date of your employment with us.
3. **Others**
   1.1 You need to adhere to the Company's policies, benefits and guidelines which are subject to change from time to time.
   1.2 Change in your marital status/residential address etc., should be communicated to the HR Team to enable us to keep your records up to date and also for any future communications.

We thank you for your interest in Zen Quality Assurance Pvt. Ltd. and look forward to a mutually beneficial association.

Murali Bollu
CEO

ZEN QUALITY ASSURANCE PVT. LTD. * HYDERABAD *

Letter of Intent

Doc Ref. No.:QC20191337 Date of Issue: 12th JUNE 2019

Dear **GURRAM MURALI 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.

33/140

TATA

15-481

Ref: TCSL/DT20184495301/1232954/Hyderabad
Date: 18 April 2019

MS. SRAVYA GUTTIKONDA
24/479 Govt. Hospital Road,
Ramanaidu Pet, Machilipatnam,
Andhra Pradesh-521001.
Tel# 919491139679

Sub: Joining Letter

Dear Ms. Sravya Guttikonda,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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

15-482

TATA

Ref: TCSL/DT20184448718/1232891/Hyderabad
Date: 18 April 2019

MS. PRIYANKA INKOLLU
H.No:7/71/1 Vekanuru,
Avanigadda Mandal,Krishna District, Vijayawada,
Andhra Pradesh-521121.
Tel# 919963017819

Sub: Joining Letter

Dear Ms. Priyanka Inkollu,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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

Date: **24 JULY 2019**

Name : Jagatapi Manoj Kumar

Address : D.No: 76-10-33, Bhavanipuram
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Manoj Kumar,

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a **CTC of 3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2019.**
- 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.:QC20191338 Date of Issue: 12th JUNE 2019

Dear **JAMPANA AKHIL**,

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.:QC20191339 Date of Issue: 12th JUNE 2019

Dear **JANNU SAIRAM**,

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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15-486

35/140

Your New HCL Login ID Inbox

DO NOT REPLY 1/7/2021
to me

Dear Krishna Vamsi Jasti,

Welcome to HCL.
Please use the following details to access your HCL Mailbox and HCL Corp. site (MyHCL).
You would receive temporary password in another email and subsequently you can change your password before accessing the HCL Mailbox and MYHCL.

Login ID:	krishnavamsi_jasti
Email Address:	krishnavamsi_jasti@hcl.com
Domain:	HCLTECH
Sap Code:	51960355
Email through web:	https://outlook.office.com
HCL Intranet(MYHCL):	http://www.myhcl.com

Note: *If not present you will get to know in next mail along with password*

Steps to access your HCL mailbox or MYHCL:

1. First time you will have to login to https://outlook.office.com to change your password.
    - Enter 'Domain' name as mentioned above.
    - Enter your login ID and Temporary Password (sent in this mail) against 'UserName' and 'Old Password' respectively.
    - Then enter & confirm your new password, in the tab provided for same.
    - The guidelines governing the password policy

15481A04487

36/140

Gmail

Vamsi J7777@gmail.com <vamsij7777@gmail.com>

Letter of Intent - JAVVAJI VAMSI - Ref. No.: 8437800

careers@wipro.com <careers@wipro.com>
To: vamsij7777@gmail.com

9 January 2019 at 06:03

Campus - Letter Of Intent

09-Jan-2019

Dear JAVVAJI VAMSI,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

Cognizant

488

26-Feb-2019

Dear Madhavi Jeebu,
B.Tech/B.E., CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13003948

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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: B J. Madhavi **Date:** 18/4/19

Cognizant

Annexure A

Name: Madhavi Jeebu **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

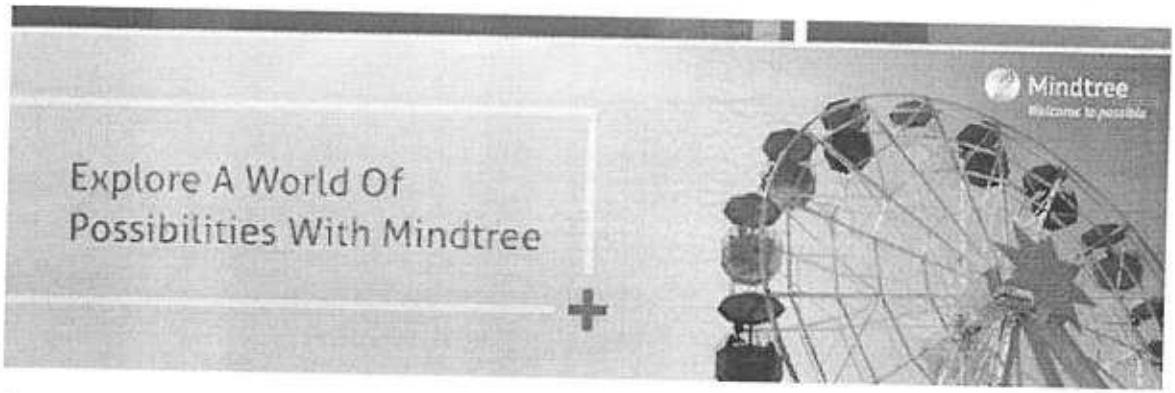
15-489

Mindtree Ltd - Candidate ID to complete the Wufoo Form - June 29th 2019 Batch

1 message

Campus <Campus@mindtree.com>
To: anjana.gec6@gmail.com <anjana.gec6@gmail.com>

Fri, 24 May, 2019 at 5:50 PM



Dear Jonnalagadda Ritheeshanjana Chowdhary,

Greetings from Mindtree.

We take pleasure to inform you about your Joining Date with us.

Joining Date with Mindtree	**June 29th 2019, Saturday**
Joining Location	**Bhubaneshwar - Mindtree Kalinga**

We suggest you to complete the Yorbit courses which are mandatory for your onboarding. Please note incompletion or partial completion of Yorbit courses will not be considered for your onboarding.

Also, you should complete the Degree which you are now pursuing without any backlog at the time of joining with us.

As we are preparing for your on-boarding on **June 29th 2019** (Joining Date), kindly ensure to fill up the Wufoo forms - Campus Mind Data & Travel Data (will be shared in subsequent mail)

Candidate ID to fill in the form – 80010359

Regards

Mindtree Campus Talent Acquisition Team

http://www.mindtree.com/email/disclaimer.html

15481A0489

Mindtree

Date:08-Feb-2019

To

Jonnalagadda Ritheeshanjana Chowdhary
GUDIVADA

Dear Jonnalagadda Ritheeshanjana Chowdhary,

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.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 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/80010359/19

Mindtree

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Jonnalagadda Ritheeshanjana Chowdhary, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	RITHEESHANJANA CHOWDHARY JONNALAGADDA RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 9, 2019)
Your Name in Capital letters	JONNALAGADDA RITHEESHANJANA CHOWDHARY

Annexure 1

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

Name	**: Jonnalagadda Ritheeshanjana Chowdhary**
Competency	**: C1**
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 : **Jonnalagadda Ritheeshanjana Chowdhary**

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.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to coveryour Parents or Parents-in-law.If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 9, 2019)

Mindtree

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 325,008.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & fixed components(as applicable), in your compensation at the time of termination of your employment.

RITHEESHAN JANA CHOWDHARY JONNALAGADDA
RITHEESHAN JANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

On the date of joining at Mindtree Kalinga Bhubaneshwar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree

16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

RITHEESHANJANA CHOWDHARY JONNALAGADDA
RITHEESHANJANA CHOWDHARY JONNALAGADDA (Feb 8, 2019)

Mindtree Offer Letter

Adobe Sign Document History 02/08/2019

Created:	02/08/2019
By:	Mindtree Talent Acquisition Team (campus@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAfcr9oLURqO8JmBItwZ9AtNMhol1md94y

"Mindtree Offer Letter" History

Document created by Mindtree Talent Acquisition Team (campus@mindtree.com)
02/08/2019 - 1:56:44 AM PST- IP address: 112.121.48.1

Waiting for Signature by RITHEESHANJANA CHOWDHARY JONNALAGADDA (anjana.gec6@gmail.com)
02/08/2019 - 1:56:50 AM PST

Document e-signed by RITHEESHANJANA CHOWDHARY JONNALAGADDA (anjana.gec6@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (campus@mindtree.com)
Signature Date: 02/08/2019 - 2:08:44 AM PST - Time Source: server- IP address: 218.248.4.14

Signed document emailed to RITHEESHANJANA CHOWDHARY JONNALAGADDA (anjana.gec6@gmail.com), Mindtree Talent Acquisition Team (campus@mindtree.com) and vinay.ramesh@mindtree.com
02/08/2019 - 2:08:44 AM PST

15-492

39/140

DOJ : 14-Oct-19 :: Welcome to Infosys
1 message

Infosys_LPCampus <Infosys_LPCampus@infosys.com>
To: deekshitha0211@gmail.com <deekshitha0211@gmail.com>

Fri, 11 Oct 2019 at 12:29

Infosys | Launchpad

Hi Kadiyala,

Candidate ID: 12927088

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.

Very soon you would be receiving your login details to the Launchpad portal. You are requested to update all your relevant details and upload the required

15481A0492

Gmail

Deekshitha Kadiyala <deekshitha0211@gmail.com>

Letter of Intent - Kadiyala Deekshitha - Ref. No.: 8382475

1 message

careers@wipro.com <careers@wipro.com>
To: deekshitha0211@gmail.com
Cc: manager.campus@wipro.com

Wed, Dec 19, 2018 at 6:31 AM

Campus - Letter Of Intent

December 19, 2018

Dear Kadiyala Deekshitha,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

14:11 SSG 56%

15-493

40/140

Cognizant

Dear Mahesh Abinav Kakarala ,

Candidate ID: 13532859

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. Please Click here to accept your Date of joining (DOJ).

Reporting Time : 7:30 AM
Joining Venue : 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, India
Date Of Joining : 28 Dec 2019

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to **login** to One Cognizant & ensure that you complete the online forms & photo upload at least **3 days** before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least **two days** before your DOJ. Onboarding Pass would be generated **one day** before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process
Password: Password that was created by you after registration

Please use the authentication key **(9F654E5D3500D08C)** to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

Marksheets & Certificates (Original & 2 Xerox copy attested by Notary public member of Gazette officer)

For 2017 Batch pass outs

1. Latest Degree - All Semester wise marksheets or consolidated marksheet
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University

For 2015 & 2016 Batch pass outs

1. 10th Standard marksheet
2. 12th Standard marksheet
3. Diploma marksheet & Diploma certificate (only apply each for recruits who have completed diploma)
4. UG All Semester wise marksheets or consolidated marksheet (mandatory for both UG & PG recruits)
5. UG Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)
6. PG All Semester wise marksheets or consolidated marksheet (mandatory for PG recruits only)
7. PG-Provisional or Degree or Convocation certificate issued by the University(mandatory for PG recruits only)

Government ID proofs (Original & 1 Self-Attested Xerox copy)

1. PAN Card (issued in your Name)
2. Valid Indian Passport (Front & Back) or Passport acknowledgement receipt with Appointment details generated post payment
3. Aadhaar Card (issued in your Name) or Aadhaar Card enrolment Acknowledgement slip

Other Mandatory Documents

1. Onboarding Pass
2. Four passport size photographs

- Please save the soft copy of these the stated documents available in your personal mailbox
- If any of the above mandatory documents are not available, you would not be considered for onboarding

494 41/140

Estd. 1915
Regd. No.: H.1422

Phone: 08672 223530,223533
Cell: 9866057711

The Krishna District Co-operative Central Bank Ltd.,
(H.O)Machilipatnam: Krishna District (A.P)
e-mail id: kdccbho.estt@gmail.com
website: www.krishnadccb.com

Ref. No.: Estt./Recruitment/SAs/2021-22 Date: 15.02.2022

PROCEEDINGS OF THE CHIEF EXECUTIVE OFFICER

Present: Sri A.Syam Manohar
Chief Executive Officer

* * *

Sub: HRD/Establishment - **Ms KANAGALA MOHANA PRIYA** - Appointment as Staff Assistant - Orders issued - Reg.

Ref:
1. Notification dated 22.01.2021 and your application thereof.
2. Resolution No.44 of the Board of Management of the Bank dated 27.08.2021.
3. Roll No. 1210002463.

* * *

In reference to the notification & application cited, **Ms KANAGALA MOHANA PRIYA**, D/o. Sri KANAGALA SUNDARA RAO is temporarily appointed as **Staff Assistant** in the Bank in the pay scale of Rs. 17900-1000/3-20900-1230/3-24590-1490/4-30550-1730/7-42660-3270/1-45930-1990/1-47920 (20 Stages) plus 9 stagnation increments of Rs.1990/- each bi-annually after reaching maximum in the scale, with all allowances as admissible under Bank rules, on the following terms and conditions:

1. She shall be on probation for a minimum period of 12(Twelve) months from the date of joining, on completion of which she may be confirmed in the post if her performance and conduct are found satisfactory.
2. The period of probation however may be extended for a further period of 6 months. On satisfactory completion of probation, she will be absorbed in the service of the Bank on regular basis, otherwise her services will be terminated. The probationary period shall be exclusive of any sick, earned and extraordinary leave availed of.
3. In case of any continuous absence from duty exceeding the period of one month without prior intimation/approval of the competent authority during the probationary period, her services will stand to be automatically terminated.
4. She shall furnish the following documents on reporting for joining:

   a. **Certificates of (i) date of birth, (ii) Educational qualifications, (iii) Caste/ Community, (iv) Experience, (v) proof in support of physical handicap, if**

43
140

15496

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: January 29, 2021

Dear Kancharla Swathi,
Door No – 4-82, Street Name – Nimmagadda,
Challapalli, Vijayawada,
Andhra Pradesh, India, 521126

Dear **Kancharla Swathi,** 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 1, 2021** at 9:00 A.M at the following address **Noida SEZ-Tower4-U6-5th Floor** .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.

Kancharla. Swathi

Scanned with CamScanner

HCL TECHNOLOGIES LTD
Corporate Identification Number: L74140DL1991PLC046369
B-35, 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

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

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 Ltd.

Amrita

Amrita Das

Vice President, Head-Global Rewards

Kancharla Swathi

Signature of Employee:

Scanned with CamScanner

Cognizant

152499.

26-Feb-2019

Dear Siva Anjaneyulu Kandula,
B.Tech/B.E., CIRCUIT
Electronics and Communication Engineering

Candidate ID – 13003949

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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: K. Siva Anjaneyulu

Date: 04-03-2019

Cognizant

Annexure A

Name: Siva Anjaneyulu Kandula **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

GL08-FM-PD-060

GlobalLogic

Dear Kasani Praballika,

Jawaharalal Nehru Technology University

Subject: Offer of Employment with GlobalLogic India Ltd.

Congratulations *on your selection at GlobalLogic!*

We are delighted to offer you the position of **Trainee Software Engineer, Engineering Band X, TE00** at GlobalLogic India Limited (hereinafter "***GlobalLogic***" or "***Company***"). You will be based in and work from **Bangalore** however, based on the position's requirements; you may be required to work anywhere in India or abroad. Your joining date would be **8th July 2019** Your detailed salary structure is attached as per Annexure

Some of the important terms and conditions of your employment are as follows:

1. You will be on training for a period of 6 months and may be confirmed as a regular employee upon successful completion of your training period. Your confirmation will be based on your positive contribution to the Company's objectives. The period of training can be extended on the sole discretion of Company, based on your performance. Your employment with the Company is subject to your meeting the qualifying criteria during and at the end of training.

2. During this training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated. Appointment Letter will be issued based on successful completion of training period. On confirmation as a regular employee, you will be governed by the company's terms and conditions of employment.

3. On successful completion of your training period, company reserves the right to align you with appropriate job family or technology based on business/organization needs.

4. 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.

5. You will bear income tax, if any, which will be deducted from your salary.

6. You will abide by all the rules, regulation and policies of the company. The Company reserves the right to amend such policies, as needed from time to time.

7. Our offer to you as Trainee Software Engineer is subject to your successfully completing the degree course and producing all mark sheets at least till the penultimate semester on the day that you join GlobalLogic. 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 our discretion.

8. The Company reserves the right to transfer you to any office or establishment forming a part of our Company or any establishment wherever our company will be having interest.

9. During this training period either party can terminate this Employment by giving a minimum 30 (thirty) days of notice to the other party.

10. The employment shall stand immediately terminated, without any liability to GlobalLogic, in case you are found indulging in any fraud, malpractice, misconduct/performance issues or any activity which GlobalLogic finds against the interest of the organization.

11. You shall be following normal business hours as per the Company's Working Hour Guidelines available in our Intranet site. Some specified roles may also require shift working outside of normal working hours in order to fall into line with overseas working hours or business requirements/exigencies from time to time. While working on projects overseas and onshore projects working hours and notified holidays of the client location will apply.

This offer letter is subject to further condition 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 **subject to your joining GlobalLogic on or before 8th July 2019**

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association. Your point of contact on the day of joining will be **HR SPOC Bangalore.** You are requested to report to our office situated at **GlobalLogic India Limited, Primal Projects Pvt Ltd, 4th floor Wing A&amp, B Block 12, Pritech Park SEZ, Survey Number:51-64, Behind RMZ Eco Space, Marathahalli- Sarjapur outer Ring, Road,Bellandur Village, Varthur Hobli, Begaluru- 560103** at 9:30 am.

For GlobalLogic

Vidya Shetty
Director – People Development

OFFER ACCEPTANCE & DECLARATION

I have read and understood the above terms and conditions of the above mentioned offer letter and I hereby confirm the acceptance of the same. I also confirm that there has not been any commitment (be it verbal or written) made to me by the company which is not covered in the scope of this offer letter. I will be reporting for duty on **8th July 2019**

Date: Signature: _____

Letter of Intent

Doc Ref. No.:QC20191335 Date of Issue: 12th JUNE 2019

Dear **BARKHTHUNNISA BEGUM**,

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.

Date: **24 JULY 2019**

Name : Visarapu Venu

Address : D.No: 19-428/100,Circarthota
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Venu,

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 2019.**
- 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:_____

Date: **24 JULY 2019**

Name : Rali Rajesh

Address : D.No: 9-212,Akividu
West Godavari, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Rajesh,

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 2019.**
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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:_____

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16-48-5a-408

LEADSOC

Private and Confidential

31st May 2021

Abbas Reza
Bangalore

Dear Abbas Reza,

Official Letter of Appointment

LeadSoc Technologies Pvt. Ltd. (here after called the "Company") is pleased to offer you the position of **Engineer – Physical Design**. This is an extraordinary opportunity to join our exceptional team, and we look forward to working with you to ensure LeadSoc's future as an outstanding technology company.

This letter serves to confirm the terms and conditions for this important position. Your employment with the Company is conditional upon, and subject to, your execution of the Company's Non-Disclosure and Assignment agreements.

Direct Supervisor	Kopparthi Satish Babu
Place of Work	LeadSoc Technologies Private Limited, #437, 2nd & 3rd Floor, Revanna Building, 12th Cross, 27th Main, HSR Layout, Sector – 1(Agara) Bangalore 560034
Start Date	On 31st May 2021
Salary	Your total annual salary will be Rs. **2,90,000** (Rupees Two Lakhs Ninety Thousand Only) and on a Cost to Company [CTC] basis. Your CTC will be revised to Rs. **4,00,000**(Rupees Four Lakhs Only) after completion of 12 months. It will remain same for another 12 months. Your detailed breakup of the salary and structure with all Benefits would be shared with you and this is strictly confidential between you and the Company and should not disclosed to anyone for any reason without the written consent of the Company.

LeadSOC Technologies Pvt Ltd
437, Sector 1, 12th Cross Revanna Building 2nd & 3rd Floors,
27th Main Road, HSR Layout, Bengaluru - 560102 Karnataka
Ph: +91 8951574163 www.leadsoc.com
CIN: U72900KA2017PTC101425 | GSTIN # 29AADCL2663C1ZN | STATE CODE 29

16 – 05 – 20 – 408

LEADSOC

Personal and Confidential

31st May 2021

Abbas Reza
Bangalore

Dear Abbas Reza

Official Letter of Appointment

LeadSoc Technologies Pvt. Ltd. (here after called the "Company") is pleased to offer you the position of **Engineer – Physical Design**. This is an extraordinary opportunity to join our exceptional team, and we look forward to working with you to ensure LeadSoc's future as an outstanding technology company.

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Place of Work	LeadSoc Technologies Private Limited, #437, 2nd & 3rd Floor, Revanna Building, 12th Cross, 27th Main, HSR Layout, Sector – 1(Agara) Bangalore 560034
Start Date	On 31st May 2021
Salary	Your total annual salary will be Rs. 2,90,000 (Rupees Two Lakhs Ninety Thousand Only) and on a Cost to Company [CTC] basis. Your CTC will be revised to Rs. 4,00,000(Rupees Four Lakhs Only) after completion of 12 months. It will remain same for another 12 months. Your detailed breakup of the salary and structure with all Benefits would be shared with you and this is strictly confidential between you and the Company and should not disclosed to anyone for any reason without the written consent of the Company.

130/140

16-485-A0 409

SS TECHNOS INFRA PVT LTD

'A' Grade Electrical Contractors

An ISO 9001 : 2015 Certified Company

Email Id: sstechnos@gmail.com, km.sst@outlook.com

Visit us @ www.sstechnos.biz

Industrial Electrification ▯ Solar Rooftops & Ground Mounted ▯ EHV Works exceeding 33KV

Mrs. Meghavath Mounika

D/O M.Venkateswara Rao

Date: 07.05.2019.

Address: Door No:7-14,
Opp.Degree College,Gudlvalleru,
Krishna District,
Andhra Pradesh – 521356

Dear Mam,

Sub: Offer Letter

With reference to the interview you had with us, we are pleased to offer you an employment as an **Electrical Engineer** at our company situated in Hyderabad, Telangana at a rate of **Rs 15,000/- (Rs Fifteen thousand only)** per month. Your employment is subject to a **two-month** probationary period. This period of time allows you and company to determine if the position is suitable for you.

We will be posted you at any site and you may however be required to work at any place whichever the company has or may later acquire.

Upon successful completion of Six months of continuous employment, you will be invited to participate in our company benefit packages that consists of Employee's State Insurance and Employee's Provident Fund scheme.

We would expect you to join us on or before 09th of May, 2019.

Please note that this offer is valid subject to your signing and returning the duplicate copy (attached) of this letter within seven working days.

We welcome you and are delighted that you have chosen to be part of our company. We hope your association with us will be mutually, beneficial, pleasant and fulfilling.

Yours faithfully,

For SS TECHNOS INFRA PVT LTD

Authorised Signatory.

Flat# 409, 4th Floor, Sai Ranga Bhaskar Residency, Opp: RBR complex, Main Road, Miyapur, Hyderabad-500049.Cell: 9440893638, 9398158612,Phone: 040 42220400.

Date: **24 JULY 2019**

Name : Nalluri Sai Kiran

Address : D.No: 3-24,Teegalavancha
West Godavari, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Sai Kiran,

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 2019.**
- 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:_____

Date: **24 JULY 2019**

Name : Eda AmruthaValli

Address : D.No: 2-44, Munipeda
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear AmruthaValli,

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 2019.**
- 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:_____

16-5-46

NTT DATA Services

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NTT DATA Global Delivery Services Private Limited
18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

20 May 19
Sri Raviteja Ghantasala
GUDLAVALLERU ENGINEERING COLLEGE

Dear Sri Raviteja Ghantasala,

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 **20 May 19** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Sri Raviteja Ghantasala)

Confidential

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 Global Delivery 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

B B Srinivasulu

B B SRINIVASULU
VICE PRESIDENT- TALENT ACQUISITION

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Dear Potturi Mahalakshimi

Greetings from L-Cube Innovative Solutions Pvt. Ltd. !!!

- We are pleased to inform you that you have been selected for the job Opening position of **'Software Engineer'** 2019 batch.

- You are here by informed that you have to submit the **"BANK GUARANTEE "(BG)** of 1 lakh (One Lakh rupees), **on or before 02-April 2019.**

- Please find in attach BG format , you can show the same to the bank & make the BG

- Please find in attachment **3 years "SERVICE AGREEMENT"** (SA) soft copy, as informed kindly make SA along with BG & **submit both in our Chennai office on or before the deadline of 02 - April 2019.**

For any Further clarifications please call me.

Thanks & Regards,
SK.Magdoom.
HR Generalist.
7550029699
L-Cube Innovative Solutions Pvt. Ltd.
 # 1148, I - Block, 6th Avenue ,
Anna Nagar West,
Chennai - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

::DISCLAIMER::

This email and any files transmitted with it are confidential and may contain confidential health or other information intended only for the use of the individual or entity named to whom they are addressed. The information her ein is
b>r>
priv ileged and legally protected from disclosure by HIPAA and may also be protected by the Electronic Communications Privacy Act, 18 USC Sections 2510-2521. If you have received this email in error please notify the sender immediately by e-mail or call our info line 203-437-4078. If you have received this e-mail by mistake kindly, 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.

Date: **24 JULY 2019**

Name : Thota Siva Krishna

Address : D.No: 4-11,Vuyyuru
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Siva Krishna,

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a **CTC of 3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2019.**
- 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.:QC20191342 Date of Issue: 12th JUNE 2019

Dear **RAVI GOPINATH**,

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.:QC20191347 Date of Issue: 12th JUNE 2019

Dear **GAJJELLI SAIMOUNIKA**,

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
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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.

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STRICTLY PERSONAL

Name: A Dhana Harshitha

Date : 19.02.19

Sub: Letter of Intent

Dear Dhana 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 May/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 12200/- **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.

original received.

Name: A. Dhana harshitha

Signature: A.Dharshitha.

Date: 28/03/19.

16-432

135/140

TATA

24-FEB-2020

Letter Of Appointment

Ms. Naga Vittamsetti
TCS - Hyderabad

Dear Ms. Naga,

Further to your acceptance of our offer letter vide TCSL/ /- Hyderabad dated 05-Feb-2020 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. 24-FEB-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

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

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wipro

APPOINTMENT LETTER

April 30, 2019

Mr. Ansari Mohammad
2-55, Abdul Haq Street
Ganguru
Vijayawada- 521139
Andhra Pradesh

Dear **Ansari Mohammad**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

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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.

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d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 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.

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 upto Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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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 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

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

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
b. Contingency loan of Rs.50,000/- towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/___/_____ **Signature:.....**

Registered Office:
Wipro Limited
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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:

a. Individual linked parameter: Based on number of days 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. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

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.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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 appointment. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount 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. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

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 pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
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W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

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Date: **24 JULY 2019**

Name : Pere Naga Divya

Address : D.No: 6-17-1,Mangalapuram
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Naga Divya,

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 2019.**
- 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:_____

16-437 137/140

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

11th September, 2020

Bonam Mounica
16/386A, Harinarayanapuram, Gudivada,
Krishna Distrct,Andhra Pradesh

Sub: Offer & Appointment Letter

Dear **Bonam Mounica,**

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company"),** we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **15th September, 2020** at **9:00 A.M** at the following address**, HCL Technology Ltd, Noida-Sec-60, A8-9.** 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 and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD. – IOMC.** 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 2.6 Lacs per annum outlined in Annexure I.

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.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **24 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

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.

You need to have cleared all the subjects & should be a pass out of **2019 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

Signature of Employee:

HCL

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 8126000 F +91 120 4683030
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com

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 TECH LTD. - IOMC** will stand withdrawn without any liability.

Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL TECH LTD. - IOMC,

Amrita Das
Vice President, Head-Global Rewards

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
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www.hcl.com

Annexure I

COMPENSATION PLAN	
NAME	**Bonam Mounica**
BAND	**E1**
DESIGNATION	**Graduate Engineer Trainee**
CITY	**Noida**
Monthly Components (in INR)	
Basic Salary	13,000.00
House Rent Allowance	3,809.00
Advance Statutory Bonus	2,126.00
Compensatory Allowance	0.33
TOTAL: Monthly	18,935.33
TOTAL: Monthly Components : Annualized	**2,27,224.00**
Retirals & Other Benefits (in INR)	
Provident Fund	18,720.00
Medical Insurance Premium/ESIC	6,556.00
Gratuity	7,500.00
TOTAL : Retirals	**32,776.00**
COST TO COMPANY	2,60,000.00
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Term life Insurance Cover	20,00,000.00
Disability cover due to accident (upto)	18,00,000.00

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

Signature of Employee:

HCL

16-5A-439

138/140

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Fwd: REG:Final Selected Candidates List from Multiplier IT Solutions Campus drive

Sai Krishna Kota <kskbharadwaj@gmail.com>
To: Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Thu, Apr 25, 2019 at 5:06 PM

——— Forwarded message ———
From:Sharanya Muppa <sharanya@multiplersolutions.in>
Date: Thu, 25 Apr 2019, 5:00 pm
Subject: REG:Final Selected Candidates List from Multiplier IT Solutions Campus drive
To: <kskbharadwaj@gmail.com>
Cc: recruitment <recruitment@multiplersolutions.com>

Dear Sir,

Greetings from Multiplier IT Solutions!!!

This mail is in regards to the campus drive by Multiplier IT Solutions at your college below are the final shortlisted candidates upon the interview with senior officials.

The joining process is to be initiated by the candidates mostly within a week after the final screening. So that we will take forward further joining formalities.

S.No	Name	Contact Number	Email ID	Position
1	T.Sai Chakradhar 15-427	9989107728	chakri1908@gmail.com	Voice Processand Technical Support Executive
2	V.Sai deep	8555009580	saideepvempati@gmail.com	Voice Processand Technical Support Executive
3	K.Rana Prathap	9963323147	kunche147@gmail.com	Voice Processand Technical Support Executive
4	Dhanya Sree	9866049831	talaridhanya12@gmail.com	Web Designer
5	15-441 Sonti Swapna	6300519954	sontiswapna1@gmail.com	Voice Processand Technical Support Executive
6	16-5A-439 Vatsalya	9502509464	mullapudivatsalya@gmail.com	Voice Processand Technical Support Executive
7	16-5A-416 G.Sri Raviteja	8519977909	sriravitejaghantasala@gmail.com	Voice Processand Technical Support Executive
8	Esther Rani	7729908188	esteruyyuri68@gmail.com	Voice Processand Technical Support Executive
9	Bandlamudi Pushpa	7893053449	pushpabanlamudi166@gmail.com	Web Designer
10	Kavya.K	7095844300	kota.18.kavya@gmail.com	Web Designer
11	Maddi.Harika	8374936501	harryharika.816@gmail.com	Business Consultant and Diogital Marketer
12	Indhu	9542371919	indhu.y05@gmail.com	Web Designer

For any queries please feel free to reach us.

Thank You

--
Regards,
Sharanya Reddy.M
HR Executive & Business Consultant
MULTIPLIER IT SOLUTIONS Ind Pvt Ltd
sharanya@multiplersolutions.in
9100379993

Sender notified by Mailtrack

Date: **24 JULY 2019**

Name : Gosala Divya

Address : D.No: 19/487,Gudivada
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Divya,

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 2019.**
- 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:_____

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STRICTLY PERSONAL

Name: G. Naveen

Date : 19.02.19

Sub: Letter of Intent

Dear Naveen

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on 1st/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 12200/- **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 - Sa-443

भारतीय गैर न्यायिक

एक सौ रुपये

रु. 100

Rs. 100

ONE HUNDRED RUPEES

सत्यमेव जयते

भारत INDIA

INDIA NON JUDICIAL

ఆంధ్రప్రదేశ్ आन्ध्र प्रदेश ANDHRA PRADESH

No. 675 Dt. 7/1/22 Rs 100/-

Sold to గంగుల నవీన్ S/o గోపీకృష్ణ గంగాపురం నాగుడుకోట

For Whom

063337

V.N.V.R.M.V. PRASADA RAO
LICENSED STAMP VENDOR
O.L.No.06-04-002/1992, R.L.No.06-04-010/2022
D.No.12-119/1, Main Road, KAIKALUR
Pin - 521 333, Cell: 9248181236
Licence Valid upto 31-12-2024

TRAINING AGREEMENT

This Training Agreement ("**Agreement**") is made and executed on 09 (DD)at Day of 01/22 (MM/YY)

by and between:

Mr./Ms. GANGULA . NAVEEN S/D/o Mr./Mrs. GANGULA . GOPI KRISHNA, having employee id no _____, permanent resident of D.No. 4-90/1, CHIGURUKOTA, KRISHNA, AP and presently residing at D.No 4-90/1, CHIGURUKOTA(VIL), MUDINEPALLI (MD), KRISHNA(DT), AP, 521345 (hereinafter referred to as the ("**Employee**");

And

Aricent Technologies (Holdings) Limited, a company incorporated under the Companies Act, 1956 with its registered office at **Aricent Technologies (Holdings) Limited having its registered office at 5, Jain Mandir Marg(Annexe),Connaught Place , New Delhi 110001, India, CIN: U72100DL2006PLC149728** (hereinafter called the "**Capgemini Engineering' or Company**"), (A Capgemini Group Company, hereinafter referred to as the "**Company**" which expression shall unless excluded by or repugnant to the context, be deemed to mean and include its successors and assigns);

The Employee and the Company are also referred to as the "**Party**" in the singular and as the "**Parties**" in the collective.

K. SARATH BABU NOTARY KAIKALUR

G. Naveen.

NOTARY

WHEREAS:

A. The Company is an entity engaged in the business of providing Information Technology, software development and other related activities and for the purpose of attaining its objects, the Company requires Employee to be employed to further the business of the Company.

B. The Employee has been offered employment with the Company vide an Employment Offer Letter and Exhibit 1 dated 13/01/2022 (DD/MM/YY) (the "**Offer Letter**") issued by the Company to the Employee. The Employee has agreed to be bound by the terms and conditions in the Offer Letter.

C. Pursuant to the terms of the Offer Letter, to meet the requirements of employment, the Employee is, as a condition of employment with the Company, required to undergo necessary and specialized training and/or on-the-job skill enhancement (under expert guidance) in software development and/ or related areas as necessary and/ or relevant to Employee's duties and responsibilities at the Company. Further, the Employee understands and has agreed that he/she is required to undergo and clear the mandatory 'Entry Level Certification Training Test' and/ or any other certification test as will be prescribed by the Company, in first attempt. The said training and on-the-job skill enhancement is hereinafter collectively referred to as "**Training**".

D. The Company has a reasonable expectation that the Employee will apply on the job knowledge and skills learnt by him as a result of the Training, as well as share this knowledge with other employees, whenever possible, to maximize the positive impact of the skills learnt as part of the Training in their work environment.

E. Considering the significant investment that Training represents, the Company seeks an assurance in the form of this Agreement, to ensure that the Employee will not resign or cause to terminate his / her employment with the Company before the cost of the Training is amortized. Accordingly, the Employee as such has agreed to continue employment with the Company for a minimum period as set out in this Agreement.

NOW THEREFORE, in consideration of the foregoing and the respective representations, warranties, covenants and agreements set forth herein, and other good and valuable consideration, the receipt, adequacy and legal sufficiency of which are hereby acknowledged, the Parties hereby agree as follows:

1. The Employee confirms that the employment and Training are beneficial to the Employee and that the provisions of this Agreement are fairly and reasonably required for protection and preservation of the interest of the Company and is not penal in nature.

2. The Employee agrees that the Agreement is necessitated on account of the fact that the Employee has to undergo Training at the Company's cost, expense and time to acquire necessary technical and professional skills required for discharging duties and responsibilities as an employee, and the Employee hereby agrees to undergo and accept the Training as arranged by the Company as per terms and conditions of the Offer Letter and this Agreement. The Employee acknowledges that the Training shall immensely benefit and assist the Employee not only in his/her job duties and responsibilities at the Company but shall also significantly enhance his/her career prospects, both at the Company and outside of it.

3. The Employee hereby acknowledges and agrees that the Training will entail significant expenditure to the Company, including but not limited to, computer time, instructor time, supervisory time, software costs, travel and accommodation, the setting up and maintenance of general and special facilities for Training as well as for on-the-job skill enhancements, apart from the Employee's recruitment costs and salary & benefits during period of Training. For the purposes of this Agreement, the Training costs and related expenses are estimated by the Company to be INR 600,000.00 (Rupees Six Lakhs only) ("**Training Costs and Expenses**"), which is hereby accepted and confirmed by the Employee.

K. SARATH BABU NOTARY KAIKALUR

G. Naveen

NOTARY

4. The Employee agrees that as part of the Training, the Employee will study with all due care and diligence to the best of the Employee's ability and abide by and confirm to all the rules and regulations, policies, Terms and conditions of the Company in regard to Training hours, holidays, discipline and other conditions of the employment and/or Training or any directions given to Employee by the authorized representatives of the Company.

5. The Employee further agrees that during the period of Training, the Employee will abide by the instructions of the authorized representatives of the Company under whom the Employee may from time to time be placed. The Company reserves to itself the right to modify or vary, the content and/or period of the Training, without assigning any reason whatsoever.

6. In consideration of the expenses incurred by the Company for the Employee's Training, enhancement of skillsets and other good and valuable consideration, the receipt of which is hereby acknowledged by the Employee, the Employee agrees to serve in employment of the Company for a minimum period of 25 months (the "Commitment Term") from the date of the Employee joining the Company as an employee ("Joining Date"). Even if the Employee commits an act or omission with the intent to deliberately cause the Company to terminate his/her employment ("Employment Cessation"), the Employee shall be deemed to be in breach of the above obligation and the Commitment Term.

7. The Parties agree that Commitment Term represents the minimum period by which the Training Costs & Expenses would be amortized by the Company.

8. The Employee is aware that the Company has employed the Employee in view of the Employee's commitment to remain in the Company's employment during the entire Commitment Term and signing of this Agreement. The Employee recognizes and accepts that the Company would be put to substantial disadvantage, inconvenience, loss, etc., in the event of the Employee not serving the entire Commitment Term.

9. The Employee agrees that the Company shall at all times have lien over and the authority of deducting or appropriating towards the recovery of the Employee's liability to reimburse the Training Costs and Expenses to the Company, by way of salary, arrears of salary and all other types of remuneration and terminal benefits. Such a right of recovery shall be without prejudice to the Company's other rights that it shall be entitled to receive under law or equity.

10. The Employee further agrees to sign all such papers, documents, promissory notes, bank guarantee, undertakings and / or powers of attorney/letters of authority as the Company may require in this respect or under this Agreement.

11. The Parties further agree that this Agreement shall continue to be valid and in force even if the employment of the Employee ceases or is terminated at any time during the Commitment Term.

12. The Parties agree that (i) the failure to enforce any right against the Employee by the Company or (ii) any compromise made by the Company with the Employee for any violation of the terms in the Offer Letter, shall not constitute a waiver of the rights that the Company enjoys against the Employee under this Agreement or under the applicable laws.

13. It is hereby clarified that notwithstanding anything to the contrary, this Agreement shall not affect the Company's right to terminate the employment of the Employee at any time, whether during the Commitment Term or anytime thereafter. It is also clarified that nothing in this Agreement prevents the Employee from leaving, resigning from or terminating his/her employment with the Company (and accordingly this Agreement should not be construed as an employee bond) and that this Agreement stipulates only the monetary amounts that the Employee is liable and required to repay and/or reimburse to the Company in certain specific situations as envisaged in this Agreement.

K. SARATH BABU NOTARY KAIKALUR

G. Naveen

NOTARY

14. The Employee agrees, recognizes and acknowledges that

15. 1.1(i) he/she has been provided with a copy of this Agreement for review prior to signing it; (ii) he/she has reviewed it and that he/she understands the terms, purposes and effects of this Agreement; (iii) he/she has signed this Agreement only after having had the opportunity to seek clarifications; (iv) he/she has been given a signed copy of this Agreement for his/her own records, and (v) he/she hasnot been subjectec to duress or undue influence of any kind to execute this Agreement and this Agreement will not impose an undue hardship upon him/her, and

1.2 He/she is subject to no contractual restriction or obligation that will in any way limit his/her activitieson behalf of the Company or prevent him/her from performing all or any of the obligations, terms and conditions of this Agreement.

16. The Parties agree that all notices under this Agreement shall be sent by a Party to the other Parties by acknowledgement receipt registered post and contemporaneous courier transmission or by email to the addresses as has been provided in the Offer Letter.

17. If any paragraph, sub-paragraph, or provision of this Agreement, or the application of such paragraph, sub-paragraph, or provision, is held invalid by a court of competent jurisdiction, theremainder of this Agreement, and the application of such paragraph, subparagraph, or provision to persons, or circumstances other than those with respect to which it is held invalid shall not be affected.

18. The terms of this Agreement (read along with Offer Letter) are the entire agreement and understanding with respect to the subject matter hereof and supersedes all prior discussions or representations between the Company and the Employee.

19. The Employee acknowledges and agrees that the Company may assign any of its rights under this Agreement to any person or entity. This Agreement is not assignable by the Employee.

20. No waiver by the Company of any breach of this Agreement shall be a waiver of any preceding or succeeding breach. No waiver by the Company of any right under this Agreement shall be construed as a waiver of any other right under this Agreement or under law. The Company shall not be required to give notice to enforce strict adherence to all terms of this Agreement.

21. No change, modification, or termination of any of the terms, provisions, or conditions of this Agreement shall be effective unless made in writing and signed or initialled by all signatories to this Agreement.

22. All disputes arising between the Parties shall be settled under the provisions of the Arbitration and Conciliation Act 1996 of India. The Parties agree that the arbitration proceedings shall be conducted in Mumbai. Notwithstanding anything to the contrary, the Parties agree that this Agreement shall be construed and enforced in accordance with the laws of India, without giving effect to the conflict of law provisions thereof. Subject to the aforesaid, the courts in New Delhi shall have exclusive jurisdiction to resolve any disputes between the Parties that arise out of this Agreement.

V. SARATH BABU NOTARY KATKAM

G. Naveen.

NOTARY

(Signature Page follows)

IN WITNESS WHEREOF, the Parties hereto have caused this Agreement to be executed as of the date written below by their own hand and seal or by their duly authorized representatives

Employee

Signature: G. Naveen.

Name: GANGULA · NAVEEN

Date: 09/01/2022

For Aricent Technologies (Holdings) Limited

Signature:

Name:

Designation:

Date:

K. SARATH BABU, B.A.,B.L.,
Kaikalur India Notary by the Govt.of
ANDHRA PRADESH CERTIFY AND ATTEND
THAT THIS 9/1/2022 at Kaikalur
FAITH AND TESTIMONY WHERE OF I HAVE HERE INTO
SUBSCRIBED MY NAME AND AFFIXED MY SEAL OF OFFICE
NOTARY

NOTARY
K. SARATH BABU, B.A.B.L.
NOTARY
KAIKALUR - 521 333
Cell: 9440331282

G. Naveen.

MOSCHIP

November 01, 2019

To
Mr. Sai Kumar Gundapaneni

Dear Sai Kumar,

Congratulations! MosChip Technologies Limited is pleased to offer you employment on the following terms. This letter supersedes any and all previous offers, verbal or in writing and is contingent upon successful completion of your background check.

1. **Position**: Your position will be **Trainee Engineer – ASIC Physical Design.** This is a full-time position. While you render services to the Company, you will not engage in any other employment, consulting or other business activity (whether full-time or part-time) that would create a conflict of interest with the Company. By signing this letter 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 (Liquidated damages for breach of agreement - Eight Lakhs Rupees).

2. **Compensation**: The Company will pay you **Rs. 3,00,000/-** (Three Lakhs Only) per annum, inclusive of all benefits, during November – June 2020; your salary will be revised to **Rs. 4,25,000/- (Four Lakhs Twenty Five Thousand Only)** per annum, effective July 1st, 2020, including all benefits, as per break-up shown in Table-A. The year-wise compensation revision range during the period November 2019 to June 2023 is shown in Table-B. MosChip reserves the right to terminate your employment if your performance is not meeting the expectations.

3. **Training:** You will initially be on training for a period of six months from your date of joining. It may be curtailed or extended based upon your performance and the decision of the management.

4. **Transfer:** Your work location is Hyderabad. During your employment with the company you will be liable to be transferred or deputed to any of the offices/departments of the Company/ Associate/ Subsidiary/ Group Companies/Client locations, whether anywhere in India or abroad on the same or similar terms and conditions of the employment.

5. **Non-Disclosure Agreement**: Like all Company employees, you will be required, as a condition of your employment with the Company, to sign the Company's standard Non-Disclosure Agreement, a copy of which is attached hereto.

Employment Relationship: Your employment with the Company will be governed as per the terms agreed in Service Agreement.

Moschip Technologies Limited Hyderabad

1/11/19

MOSCHIP

Table - A

Compensation Package

Name: Sai Kumar Gundapaneni			Location: Hyderabad
Designation: Trainee Engineer – ASIC Physical Design			
1.	Components	(Nov'19 – Jun'20) Per Annum	(Jul'20 – Jun'21) Per Annum
1.1	Basic	1,20,000	1,70,000
1.2	House Rent Allowance	48,000	68,000
1.3	Transport & Medical Allowance	50,000	50,000
1.4	Special Allowance	67,600	1,15,400
	Gross Salary (A)	**2,85,600**	**4,03,400**
2.	Employer PF Contribution (B)	14,400	21,600
	Cost to Company (A+B)	**3,00,000**	**4,25,000**

Table – B

Period	Monthly			Yearly (INR in Lakhs)
Nov 18th, 2019 - June 30th, 2020	₹ 25,000.00			₹ 3,00,000
July 1st, 2020 - June 30th, 2021	₹ 35,416.67			₹ 4,25,000
July 1st, 2021 - June 30th, 2022	₹ 50,000.00	to	₹ 58,333.33	₹ 6,00,000 to ₹ 7,00,000
July 1st, 2022 - June 30th, 2023	₹ 79,166.67	to	₹ 91,666.67	₹ 9,50,000 to ₹ 11,00,000

***Note:** Based on market conditions above salary may vary.

Medical Insurance (Med-Claim) *: Insured to a sum of INR 3,00,000/-. During your training period, only you (self) will be provided with this benefit and upon successful completion of training period, this benefit will be extended as a family floater policy. (Family includes parents, spouse & 2 children)
Personal Accident Insurance*: Self Insured to a sum of 72 times the monthly basic.
Gratuity*: As per the Gratuity Act 1972, on completion of five years of continuous service.
*Premium paid by MosChip

Technologies Limited Hyderabad

Trivikram Potluri
Associate Vice President, Human Resources

Signature of Employee

Date: **24 JULY 2019**

Name : Peddi Sireesha

Address : D.No: 1-83,Bantumalli
Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Sireesha,

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 2019.**
- 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:_____

15481A0505

Gmail

aparna akula <aparnaakula1998@gmail.com>

Date of Joining Intimation

1 message

cognizantHR@cognizant.com <cognizantHR@cognizant.com> Wed, Dec 18, 2019 at 6:18 PM
To: aparnaakula1998@gmail.com

Dear Aparna Devi Akula ,

Candidate ID: 13003978

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. Please Click here to accept your Date of joining (DOJ).

Reporting Time : 9:00 AM
Joining Venue : Cognizant Technology Solutions India Pvt Ltd. Plot No: 129 to 132, APHB Colony, Lords Conference Hall, 8th Floor,Phase-3(Block-1),DLF Building, Opp to Old CMC Office, Gachibowli,Hyderabad-500032
Date Of Joining : 27 Dec 2019

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to **login** to One Cognizant & ensure that you complete the online forms & photo upload at least **3 days** before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least **two days** before your DOJ. Onboarding Pass would be generated **one day** before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process
Password: Password that was created by you after registration

Please use the authentication key **(BBE1071BD12D5FDB)** to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

Marksheets & Certificates (Original & 2 Xerox copy attested by Notary public member or Gazette officer)

For 2017 Batch pass outs

1. Latest Degree - All Semester-wise marksheets or consolidated marksheet
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University

For 2015 & 2016 Batch pass outs

1. 10th Standard marksheet
2. 12th Standard marksheet
3. Diploma marksheet & Diploma certificate (only applicable for recruits who have completed diploma)
4. UG-All Semester-wise marksheets or consolidated marksheet (mandatory for both UG & PG recruits)
5. UG-Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)
6. PG-All Semester-wise marksheets or consolidated marksheet (mandatory for PG recruits only)
7. PG-Provisional or Degree or Convocation certificate issued by the University(mandatory for PG recruits only)

Government ID proofs (Original & 1 Self-Attested Xerox copy)

1. PAN Card (issued in your Name)
2. Valid Indian Passport (Front & Back) or Passport acknowledgement receipt with Appointment details generated post payment
3. Aadhaar Card (issued in your Name) or Aadhaar Card Enrollment Acknowledgement slip

Other Mandatory Documents

1. Onboarding Pass
2. Four passport-size color photographs

- Please have the electronic copy of the all the above documents available in your personal mailbox.
- If any of the above mandatory documents are not available, you would not be considered for onboarding.
- In case any of the original marksheets are lost and duplicate attested marksheets are available, Please bring the FIR copy for the old marksheets as well as the duplicate attested copy.
- Please note that the offer letter will be declared invalid and treated as revoked in the event of any discrepancy in your records, documents and information that you have submitted to Cognizant.

Dress Code:

Broadly, the dress code policy is as follows:

For Day 1: Business Formals with appropriate footwear.

Please avoid on all days:

Ladies: Shorts, cargo trousers, capris, round-neck t-shirts, short/multi-colored skirts, t-shirts / shirts with competitor's logos/controversial messages.

Gentlemen: Open shoes, slippers, sandals, shorts, cargo trousers, round-neck and muscle fit t-shirts, shirts with competitor's logos/controversial messages.

Kindly do not bring any laptops, storage (USB) devices, Cameras, other gadgets (except mobile phone) to the premises on the day of joining.

Should you have any clarification, please follow the below steps to help you navigate to the FAQ section on our Campus2Cognizant (C2C) portal :-

- Step 1: Login to https://campus2Cognizant.cognizant.com using your 1C Onboarding portal credentials.
- Step 2: Navigate to the **FAQ tile** on the Landing Page
- Step 3: Search for the question in the FAQ bank and find the answer
- Step 4: If your query is not available in the FAQ bank, navigate back to the FAQ tile
- Step 5: Use the **Write to Us option** to send us your query with screenshots if applicable
- Step 6: Find your answer in the **My Questions Section** under FAQ tile, once we respond back

Regards,
Cognizant-Human Resources

***THIS IS AN AUTO TRIGGERED MAIL. PLEASE DO NOT REPLY ***

Cognizant

15-505

Cognizant

Cognizant Technology Solutions India Private Ltd

Payslip for the month of May 2020

Financial Period 2020-2021

Private & Confidential

Associate Information			
Ms. Aparna Devi Akula			
Associate Id	844759	Location	DLF (DLF) Block 2 & 3 SEZ
Designation	Programmer Analyst Trainee	PAN	CHxxxxxx2R
Gender	Female	Bank A/C	xxxxxxxxxx4086
Date Of Joining	27-Dec-2019	ESI Number	
PF A/C	TN/MAS/31309/1807057	Status	Salary Credited
UAN	101547385609	Available Calendar Days	31
SA Policy No	-	Paid Days	31
SA LIC ID	-	Loss of Pay Days	0

Earnings	Amount	Deductions	Amount
Basic	8,950	ProfessionTax	200
House Rent Allowance	5,370	Provident Fund-Employee Contribution	1,500
Conveyance Allowance	800	TDS	0
Medical Allowance	1,250		
Special Allowance	5,639		
Advance Statutory Bonus	2,000		
(A) Total Earnings	**24,009**	**(B) Total Deduction**	**1,700**

Net Salary = (A) - (B)	**22,309**

This is a computer generated payslip, and is not valid unless authorized.

Registered Office:Cognizant Technology Solutions India Private Limited
5/535, old Mahabalipuram Road, Chennai - 600 097.

15_508

MONTAIGNE

Hyderabad,

Thursday, March 28th, 2019.

Dear HimaSaiTeja Arava,

It gives me immense pleasure to inform your appointment as a "React Developer" (six months internship) at Montaigne Smart Business Solutions.

I firmly believe you will play a critical role in our company growth and become part of our core team.

Learning Curve:

Learning is a continuous process and can never be restricted to a stipulated period. During your tenure at Montaigne, you will be exposed to multiple unexplored areas and will be guided to ensure a comprehensive on-job training module.

Growth Opportunities:

With our goal of building a strong core team and advancing incrementally, your opportunities for growth within the company stand very high. Our flat organizational structure will not only assure you a comfortable work environment but also aid in exponential individual growth over the course of next two years.

Our Culture & Work Hours:

Montaigne has been initiated with an agenda to create a snug grooming ground for smart minds. We dress casual, work in a think room atmosphere and have an 'impossible is nothing' attitude. Work hours are between 10 AM and 7 PM, although they may extend as

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needed during tight situations. While Saturdays and Sundays are off, we expect you to work through the weekend if need be; compensatory offs are provided, however.

Location: 2-61/C, Plot no 39, Megha Hills, Madhapur, Hyderabad - 500081

Pay:

During the entire tenure of Six months (21st April 2019 – 21st October 2019), you will be paid an all- inclusive salary of INR 15000/month, post internship PPO according **to performance.**

2019 is an incredibly exciting time for Montaigne Smart Business Solutions, and I am glad you would like to be a part of our growing team. This year will be key to the success that MSBS will have in the time ahead, and I am sure you will play a defining role in it.

I look forward to getting you started at Montaigne Smart Business Solutions.

Rohith Sampathi
CEO & Founder | Montaigne Smart Business Solutions rohith@montaigne.co | +91 9700500900

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MONTAIGNE

MSBS022

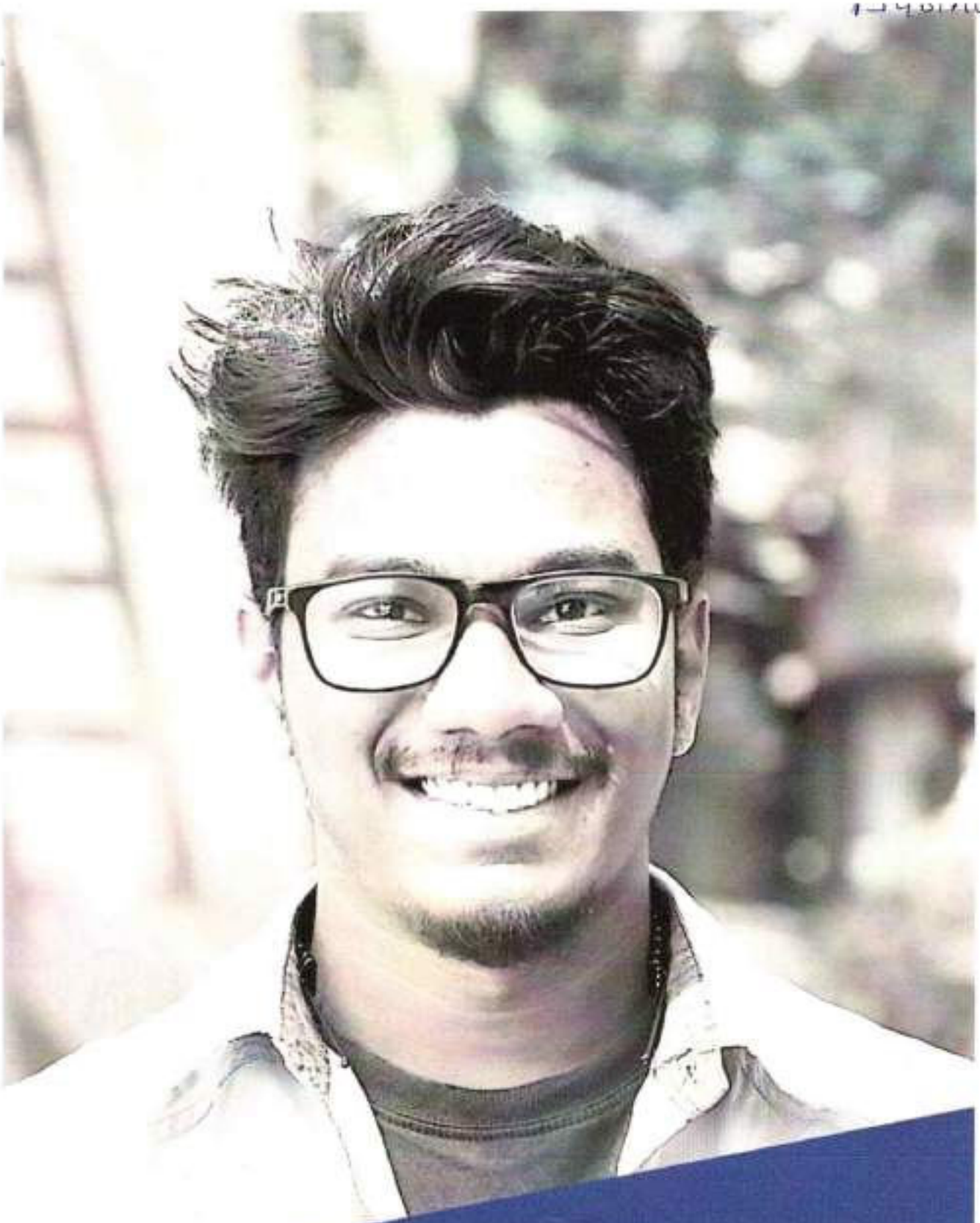
BLOOD GROUP: O+

CONTACT: +91-9347723397

EMERGENCY CONTACT: +91-9346493513

Office Address: Plot 39, Megha Hills,
Near Canara Bank, Madhapur, Hyderabad - 500081

www.montaigne.co



HAPPY ARAVA

DEVELOPER ASSOCIATE

MONTAIGNE

15-509

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182423544/Hyderabad
Date: 09/10/2018

Ms. Bhargavi Sai Aravapalli
D No:9/71Priya Nagar,Poranki,
Beside Priya Pickles,
Vijayawada-521137,
Andhra Pradesh.
Tel# 91-9494840195

Dear Bhargavi Sai Aravapalli,

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. 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 48 hours, 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 issued 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

TATA

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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Bhargavi Sai Aravapalli**
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant 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. The Retainer/Consultant 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**
The Retainer/Consultant 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**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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

9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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15-509

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Ref: TCSL/CT20182423544/1211633/Hyderabad
Date: 18 April 2019

MS. BHARGAVI SAI ARAVAPALLI
D No:9/71 Priya Nagar,Poranki,
Beside Priya Pickles, Vijayawada,
Andhra Pradesh-521137.
Tel# 919618640699

Sub: Joining Letter

Dear Ms. Bhargavi Sai Aravapalli,

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 2019** and your training location is **Ahmedabad** . We are pleased to inform you that your work location is **Hyderabad** and your stream is **EAS** . 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
IT/ITES SEZ,,
PLOT # 41,Gandhinagar,Gujarat,
Ahemdabad, Gujrat-382009.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Vineet Yogeshbhai Kakkad
Phone: 07961707188
Email Id: vineet.kakkad@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.

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.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Payslip
JUN 2020

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TATA CONSULTANCY SERVICES

MS. BHARGAVI Sai ARAVAPALLI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1674046			Bank Name	AXIS Bank						Location	SynergyPark SEZ-04
Grade	C1Y	UAN	101454093459	Acc No.	919010032343982						Base Br.	TCS - Hyderabad
PAN	DAAPA4567H			Days paid	30						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	14.77	SL	11.75	CL	1.75	WON/SWON	20071279

Earnings	Arrears (Rs.)	Current (Rs.)	Deductions	Amount (Rs.)
Basic Salary	7,800.00	14,100.00	Provident Fund	1,410.00
House Rent Allowance	5,940.00	7,050.00	Arrears Provident Fund	858.00
Leave Travel Allowance	650.00	1,175.00	Professional Tax	200.00
Personal Allowance	15,140.00		Health Insurance Scheme Premium	1,888.00
Miscellaneous		410.00		
City Allowance	1,000.00	1,100.00		
Employer PF Payout	78.00	282.00		
Performance Pay	1,800.00	2,600.00		
Total Earnings (Current + Arrears)		28,845.00	Total Deductions	4,356.00

Retirals as on Month end	Provident Fund*
	24,234.00

*Inclusive of provisional interest

Net Pay (Rs.)	24,489.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,14,664.00	Net Tax Income r/o	2,41,290.00	80C	17,202.00
Deductions under Sec 16	52,400.00	Total Tax Payable		80D	3,776.00
Chapter VIA relief	20,978.00	Tax Deducted till date			
		Balance Tax			

* Please Note: Annual Income is after considering the exemption if any

Your food card entitlement for the month of JUN 2020 is Rs. 100.00 and the same will be credited to your food card.

15481A0512

Gmail

bharathi avvaru <bharathiabvsr@gmail.com>

Letter of Intent - Avvaru Bharathi - Ref. No.: 8290545

2 messages

careers@wipro.com <careers@wipro.com> Wed, Dec 19, 2018 at 6:31 AM
To: bharathiabvsr@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 19, 2018

Dear Avvaru Bharathi,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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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bharathi avvaru <bharathiabvsr@gmail.com> Sun, Jan 6, 2019 at 11:55 PM
To: Dineshnani240@gmail.com, dinesh dany <kokkiligaddadinesh742@gmail.com>

bharathi
[Quoted text hidden]

15-512

wipro

APPOINTMENT LETTER

April 30, 2019

Ms. Avvaru Bharathi
H.No:4-28
Panchayat Road
Nizampatnam- 522314
Andhra Pradesh

Dear **Avvaru Bharathi**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.

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.

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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.

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7. Assignment of Intellectual Property

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

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

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d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 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.

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 upto 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,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____
Name: _____
Signature: _____ Date: __/__/____
Place: _____

Registered Office:
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Payslip [illegible]

wipro

WIPRO LIMITED

MONTH YEAR	MAY 2010	STD	[illegible]
EMPLOYEE	[illegible]	[illegible]	[illegible]
NAME	[illegible]		
GENDER	FEMALE		
DESIGNATION	[illegible]		
LOCATION	[illegible]	SAN NO	[illegible]
UNIT	[illegible]	[illegible]	[illegible]
		DEPTH	[illegible]

PARAMETER	[illegible]	[illegible]	DEDUCTIONS	
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]		
TOTAL	[illegible]	[illegible]	TOTAL	[illegible]

Note:
** Please do not respond to this mail.
For any queries in the deductions, please refer the IT project [illegible] available in Wipro Applicant [illegible] Reports.
For other queries, you may make your queries through [illegible].
*INFORMATION: [illegible]

[illegible]

15-513

BYJU'S

Offer Letter

Name: MahaLakshmi Avvaru
Date: Monday, August 10, 2020

Dear Ms. **MahaLakshmi Avvaru,**

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, August 18, 2020** . Your work location would be **IBC Knowledge Park, Bangalore / 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 done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. **Department, Designation & Reporting Manager:**

Department	: Business Development (51000000)
Designation	: Business Development Trainee - Sales
Reporting Manager	: Rahul Raj (TNL201605108)
Role Location	: IBC Knowledge Park, Bangalore / Bangalore
BDT Training Location	: Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. **Cost to the Company:** Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. **Deductions:** The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

(a) Provident Fund;
(b) Income tax deducted at source at the rates applicable;
(c) Employment / professional taxes;
(d) Dues to Company including loans and advances; or
(e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. **Expense Reimbursement:** In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared

with you on joining.

9. **Company Policies:** You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

10. **Leaves:** You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

11. **Absence from duty:** When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 4 days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

12. **Termination:** Subject to Clause 2, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement,

forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

13. **Confidential Information:** As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

14. **Intellectual Property Rights:** All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

15. **Indemnity:** You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

a. Any act or omission by you;

b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;

c. Any representation or warranty or information furnished to the Company found to be false;

d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or

e. Failure to adhere to the standards/specifications/policies of the Company.

16. <u>General Provisions:</u>

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed

by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

<u>You are requested to carry the below mentioned documents on your joining date</u>

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.

15-513

YASWANTH SAI KUMAR via [illegible]

Dear A. MahaLakshmi,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining : 08/18/2020

BDT Training Location : Bengaluru

Role Location : Bangalore

New Message

1548IA0514

Gmail

Lakshmi Prasanna <lakshmiprasannabalineni98@gmail.com>

Cyient Early career hiring program 2019 - Interview result update

1 message

Earlycareer <Earlycareer@cyient.com> Sun, Mar 10, 2019 at 7:24 PM

Dear Aspirant,

Congratulations !!

We are delighted to inform you that, you have been selected in the interview process of Cyient's Early career hiring program. You will receive a separate email next with detailed steps for joining.

Regards

Earlycareer
Cyient | www.cyient.com

Direct: +91 40 6764 1923 | **Board:**+91 40 6764 1000 x 1923

Earlycareer@cyient.com
Plot No. 11, Software Units Layout, Madhapur, Hyderabad, India

DISCLAIMER:

This email message is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message. Check all attachments for viruses before opening them. All views or opinions presented in this e-mail are those of the author and may not reflect the opinion of Cyient or those of our affiliates.

15-514

CYIENT

Cyient Limited

Pay Slip for the Month of March 2020

EMP CODE	: 53816	PAN NUMBER	: ECYPB7040D
EMPNAME	: LAKSHMI PRASANNA BALINENI	PF NUMBER	: AP/HYD/28034/48637
DOJ	: 14/08/2019	PAID DAYS CURRENT MONTH	: 31.00
DEPARTMENT	: NBA-DIGITAL TWIN ACCELERATOR_INDIA	CURRENT MONTH LOP	: 0.00
DESIGNATION	: ENGINEER TRAINEE	NEW JOINER ARREAR DAYS	:
LOCATION	: H03_Hyderabad - Experience Center_Manikonda	LEVEL	: Band B
PF UAN NUMBER	: 101515246207	BANK NAME	: ICICI Bank
LOP REVOKE ADDITION	: 0.00	BANK IFSC CODE	: ICIC0002380
LOP REVOKE DELETION	: 0.00	ACCOUNT NUMBER	: 236001515369

EARNINGS	ACTUAL	EARNED	ARREAR	TOTAL	DEDUCTIONS	AMOUNT
BASIC PAY	10,314.00	10,314.00	0.00	10,314.00	PROVIDENT FUND	1,238.00
HOUSE RENT ALLOWANCE	8,091.00	8,091.00	0.00	8,091.00	EMPLOYEE STATE INSURANCE	139.00
ADVANCE BONUS	2,200.00	2200.00	0.00	2,200.00	PROFESSIONAL TAX	150.00
LTA TAXABLE	0.00	0.00	0.00			
GROSS EARNINGS	**20,605.00**	**20,605.00**	**0.00**	**20,605.00**	**GROSS DEDUCTIONS**	**1,527.00**

NET PAY : 19,078.00

REIMBURSEMENTS	AMOUNT
TOTAL REIMBURSEMENT	0.00

NET TRANSFER : 19,078.00

IN WORDS : Rupees Nineteen Thousand Seventy-Eight Only

This is a computer generated document, hence no signature is required.

15-576

Cognizant

21-Aug-2019

Dear Rohith Bandi,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Eng. College

Candidate ID – 13532804

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** 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 Bathawadu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Rohith Bandi **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus****	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

15-516

Associate Information			
Mr. Rohith Bandi			
Associate Id	800919	Location	ASV Suntech park (ASV) STPI
Designation	Programmer Analyst Trainee	PAN	DLxxxxxxB1
Gender	Male	Bank A/C	xxxxxxxxxxf942
Date Of Joining	28 Dec 2019	ESI Number	
PF A/C		Status	Salary Credited
UAN	101348832538	Available Calendar Days	31
SA Policy No		Paid Days	31
SA LIC ID		Loss of Pay Days	0

Earnings	Amount	Deductions	Amount
Basic	8,950	Profession Tax	1,025
House Rent Allowance	5,370	Provident Fund-Employee Contribution	1,800
Conveyance Allowance	800	TDS	0
Medical Allowance	1,250		
Special Allowance	5,330		
Advance Statutory Bonus	2,000		
(A) Total Earnings	**23,709**	**(B) Total Deduction**	**2,825**

15-517

Gmail

pushpa

Date: Sat, Jul 6, 2019, 14:58
Subject: REG: Date of Joining
To: [redacted]

Dear Pushpa,

This mail is to confirm you that your date of joining will be 14-June-2019 please be available and for any issues further in joining please let us know.

Thank You.

Regards,
Shravya Reddy P
HR Executive & Business Consultant
MULTIPLIER IT SOLUTIONS Pvt Pvt Ltd
[redacted]
[redacted]

1548140518

STRICTLY PERSONAL

Name: B. Vamsi Krishna
Date : 19.02.19

Sub: Letter of Intent

Dear Vamsi Krishna

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May/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 12200/- **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:

15_519

Fwd: Infosys Lex platform for Campus Recruits

1 message

Vishnu Priya <vishnupriyabatchu@gmail.com> Sat, Jul 6, 2019 at 8:33 PM
To: Raghukiran Batchu <raghukiran33@gmail.com>

——— Forwarded message ———
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu, Jan 31, 2019, 11:30 AM
Subject: Infosys Lex platform for Campus Recruits
To: vishnupriyabatchu@gmail.com <vishnupriyabatchu@gmail.com>, greeshma7darapureddy@gmail.com <greeshma7darapureddy@gmail.com>

cid:image001.jpg@01D46C74.77986830

Dear Batchu ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

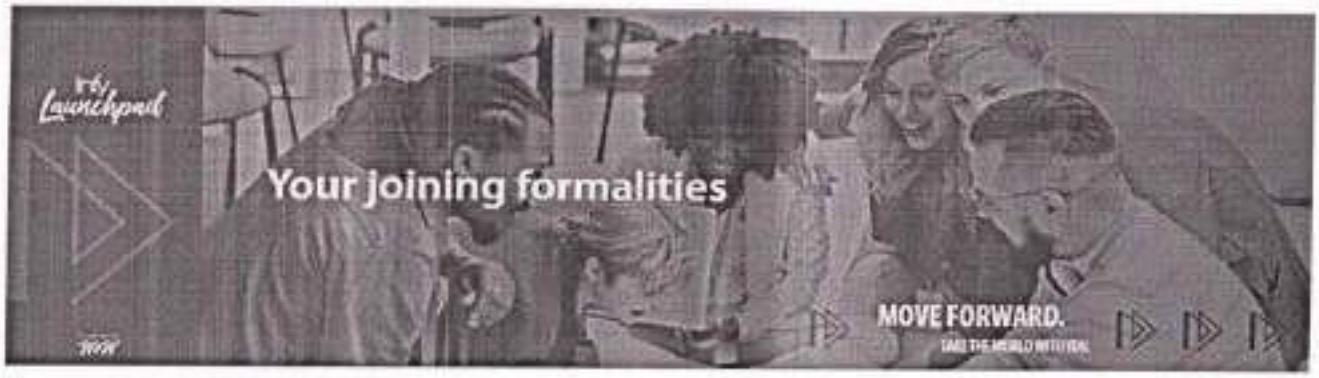
If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

15-519

DOJ: 11th Nov'19 - With reference to your joining formalities
1 message

Infosys_LPCampus <Infosys_LPCampus@infosys.com>
To: vishnupriyabatchu@gmail.com <vishnupriyabatchu@gmail.com>

Mon, Nov 4, 2019 at 5:11 PM



Hi Batchu Vishnu Priya,

Candidate ID: 12927343

Welcome to Infosys Mysore!

You are just a step away from becoming an 'Infoscion', from being a part of an organization that is dynamic, innovative, diverse and multicultural. Our thirst for continuous innovation fuels our spirit to improve the present, transform the world, and make the future a better place.

We look forward to seeing you on your joining date mentioned in your offer letter: 11th Nov'19 at Infosys Limited, Mysore.

We hope you've received our last e-mail and uploaded all your relevant documents on the Launchpad app.

Upon completion of your Launchpad process, PDF forms would be generated.

Reporting Time

The check-in time slot along with unique registration number has already been notified to you via mail from offer_mysore@infosys.com

Infosys Limited.

No.350, Hebbal Electronics City,

Hebbal Industrial Area,

Mysuru, Karnataka 570027

0821 240 4101 / 3982200 / 3982222

Venue: You need to report at Gate 2. At the gate, please display a copy of this e-mail, your offer letter, and any photo ID card (Passport, Driving License, Voter's ID, etc.).The security guard at main gate will guide you to the venue for the necessary formalities. Follow instructions at every check point to experience a seamless check-in process.

Contact: HR Helpdesk-+91 80955-06913

Documents:

You are required to carry **all original documents** mentioned

below for physical verification:

- Signed copy of your offer letter
- Legally stamped service agreement. [1 copy of notarized document for your reference without company's seal (optional)]
- 10th Mark sheet
- 10th standard Certificate (if applicable)
- 12th standard / PUC / + 2 marks card
- Degree Mark sheets (all semesters)
- Diploma Mark sheets (if applicable)
- Degree Certificate / Convocation certificate
- Provisional Certificate
- Post-Graduation mark sheets (if applicable)
- Post-Graduation Degree Certificate/Convocation certificate

(if applicable)

- Last semester marks card/ internet copy of the marks card
- Passport [2 photocopies - first 2 and last 2 pages]
- Photographs [5 color passport size and 5 stamp size (white background)]
- Medical certificate [1]

For your Bank Formalities, please get the following along with one photocopy:

- Original Pan Card
- Any address proof

For your BOPT Form, please get 3 copies of the following:

- Aadhaar Card
- Pan Card

Note: In case of non-availability of any original educational mark sheets/documents for any reason, you are requested to carry a bonafide letter attested by your college/university stating the same. In case the mark sheet/document has been lost or misplaced, a copy of the FIR will be required. Without these documents the joining formalities will be considered to be incomplete/invalid.

Dress Code:

<table class="MsoTable15Plain4" border="0" cellspacing="0" cellpadding=

15-519

Infosys Limited, Bangalore

Salary Slip for the month of April 2020

Name : Batchu Vishnu Priya
Designation : Systems Engineer Trainee

Employee No	10753359	PF No	PY/BOM/10088/442624
Location	HYDSEZUnit7	UAN	101524286384
Personal Level	3	Bank A/C No	055801685555

Total Payable Work days	India	Overseas	LOP	Secondment
30.00	30.00	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	15,000.00	PF Contribution	1,800.00	1,800.00
House Rent Allowance	1,791.00	1,791.00	Professional Tax	200.00	200.00
Medical Allowance	1,120.00	1,120.00	Infosys Welfare Trust	250.00	250.00
Transport Allowance	447.00	447.00	Hostel Rent Recovery	3,500.00	3,500.00
Leave Travel Allowance	1,120.00	1,120.00			
BonusExgratia-AdvancePmt	2,850.00	2,850.00			
TPI Incentive	2,500.00	2,500.00			
Total	24,828.00	24,828.00	Total	5,750.00	5,750.00
			Net Pay for the month	19,078.00	19,078.00

EPS No.PY/BOM/10088/1604199

Infosys Limited, Bangalore

Projected Annual Tax Statement - April 2020

Name : Batchu Vishnu Priya
Designation : Systems Engineer Trainee

(Amount in ₹)

Projected Annual Taxable Income		
Particulars	Year to Date	Projected Amount
Gross Salary	24,828.00	270,436.00
Gross Total Salary		270,436.00
Deductions		52,400.00
Income under the head Salaries		218,036.00
Gross Taxable Income		218,036.00
Chapter VI-A Deductions		21,600.00
Total Taxable Income		196,440.00
Tax to be deducted/(Refund)		0.00

Details of Tax Benefits		
Deductions u/s 16	Maximum	Considered
Standard Deduction	50,000.00	50,000.00
Professional tax		2,400.00
Total		52,400.00
Exemptions u/s 10		Considered
HRA Exemption		0.00
LTA Exemption		0.00
CEA Exemption		0.00
CHA Exemption		0.00
Transport Exemption		0.00
Total		0.00
Chapter VI-A Deductions	Maximum	Considered
80C, 80CCC Deductions [PF, VPF, PPF, LIC, Tuition Fees, Tax Saving MF, Tax Saving FDs, SSY, Housing Loan Principal etc]	150,000.00	21,600.00
80D HIP for self, Spouse, Children	25,000.00	0.00
80D HIP for Parents [INR 25000 in case of Non senior Citizen]	50,000.00	0.00
80CCD (1B) NPS self contribution	50,000.00	0.00
80CCD (2) NPS Employer Contribution	10% of Basic+DA	0.00
80E Interest on higher education Loan	NA	0.00
80U Person with disability [40% INR 75000, 80% INR 125000]	125,000.00	0.00
80DD Person with disability dependent [40% INR 75000, 80% INR 125000]	125,000.00	0.00
80DDB Treatment of Specified disease self/ dependent [INR 40000 in case of Non senior Citizen]	100,000.00	0.00
80TTA Interest on savings bank account & others	NA	0.00
Total		21,600.00

Tax on all one time components is deducted on the actual payout at the highest tax slab rate applicable for your taxable income. Applicable Slab rate is determined as per Last month's taxable Income + Current month additional/one time Payout.

Cognizant

15481A0520

26-Feb-2019

Dear Arka Phanitha Battu,
B.Tech/B.E., CS
Computer Science & Engineering

Candidate ID – 13003945

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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.

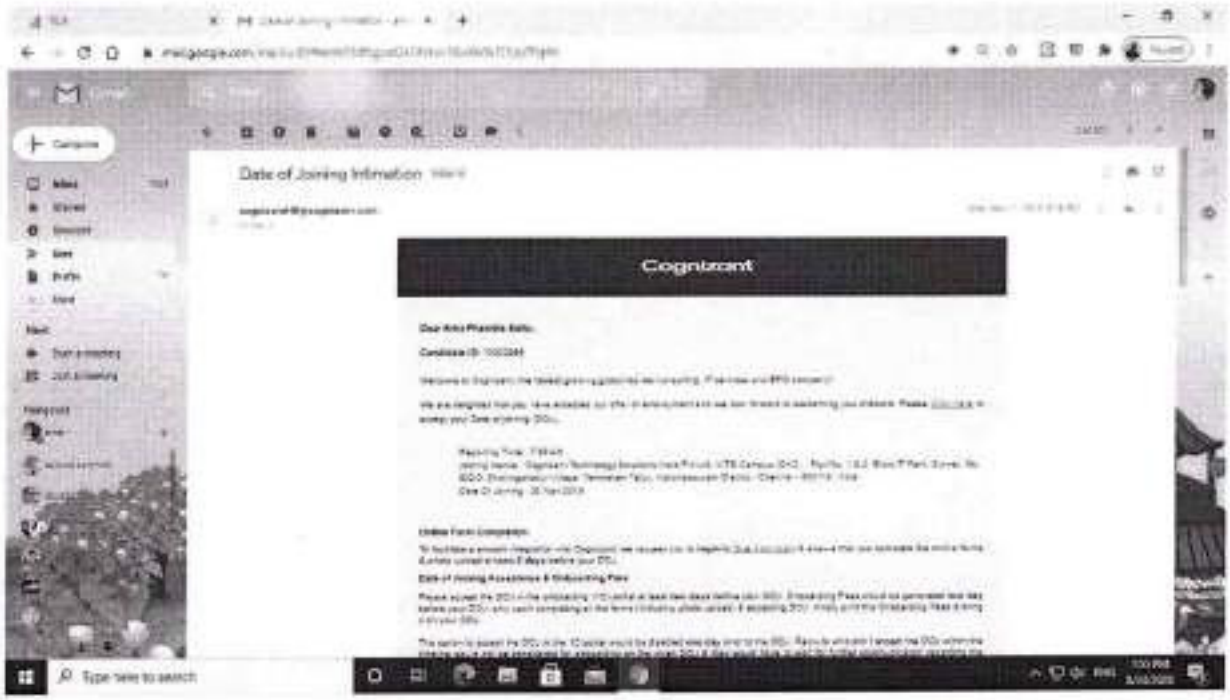
We look forward to you joining us. Should you have any further questions or clarifications, please log into https://[illegible]2cognizant.cognizant.com

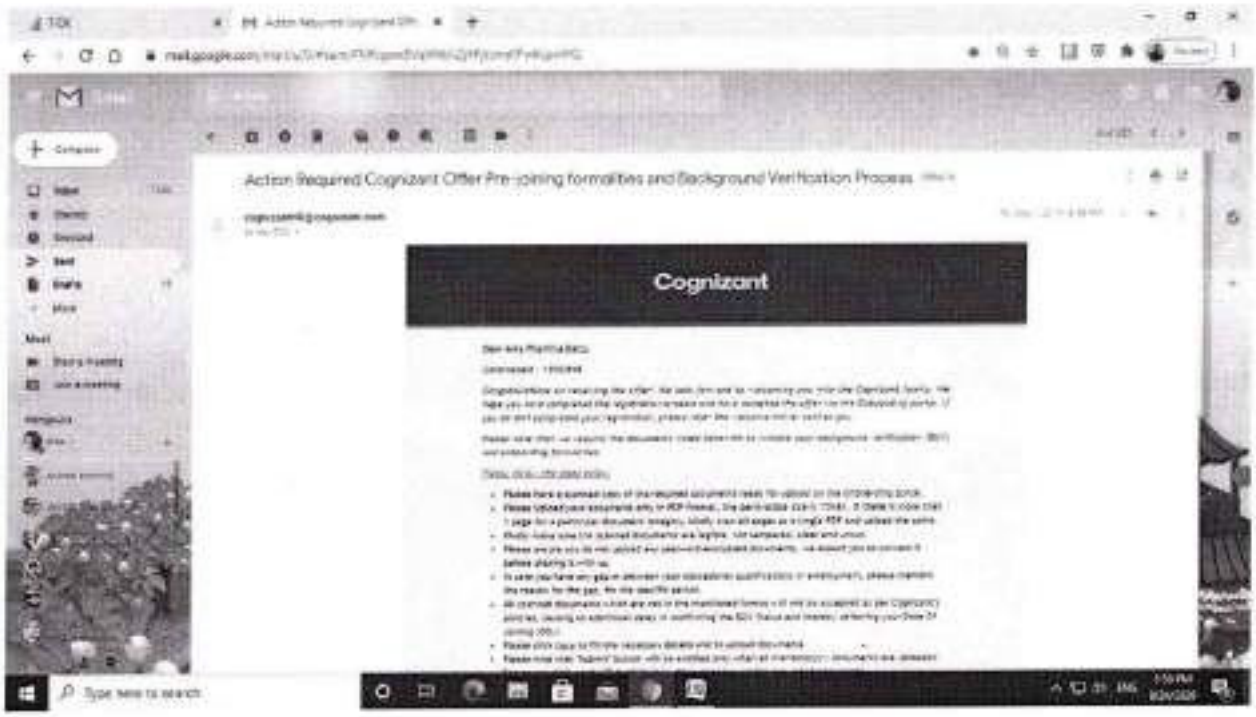
Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

15-520


Date of Joining Information
Cognizant


Action Required Cognizant Offer Pre-joining formalities and Background Verification Process
Cognizant

Cognizant
Type here to search

15-521

Zibew Ecommerce Services Pvt Ltd

Date: May 15, 2019

OFFER LETTER

Dear Mounika Battula,

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 as far and believe you will make an excellent addition to our staff fraternity at our company. As such we are pleased to offer you a position of **Trainee - Software Engineer** and you will be reporting to the Managing Director, Projects and/or to whosoever the Company deems fit to be your supervisor.

We expect you to join no later than **June 1, 2019**.

You will be based at our office in "**Hyderabad**". You might however be required to travel and if required operate out of other offices in future should the need arise. This offer is subject to your acceptance and confirmation on your joining date as well as satisfactory background check.

Your total Compensation (Cost to the Company) will be Rs. 1,80,000 (Rupees One Lakh Eighty Thousand) per annum.

At any time during the course of your employment with the company, the company is entitled to terminate your employment with a notice period of three months or payment in lieu of. The Company reserves the right to immediate termination without notice, if the information provided by you during the selection process is found to be in-correct or for ethical reasons.

Performance reviews will be done on a half yearly basis, cumulative results of which will form the basis of annual variable payout. Your increments are discretionary and will be subject to and on the basis of effective performance and results during the period.You will be eligible for annual revisions based on your and company performance.However, this should not be constructed as the norm or the law as this is dependent on many factors of performance of the individual and the company overall. All other HR policies will be made available to you upon joining.

Zibew Ecommerce Services Pvt Ltd

As a token of your acceptance of all the above-mentioned terms and conditions, we request you to confirm your acceptance of this offer and confirm to us your date of joining by a return email.

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 share this enthusiasm. As a result, we are eagerly looking forward to have you on board very soon.

Sincerely,
for **ZIBEW SOFTWARE SERVICES PVT LTD**

HR Manager
Jhansi Kalasani

This offer is tentative and not to be construed as a contract of employment. Your Employment shall be contingent on the execution of the Appointment Letter, Proprietary Information and Invention Agreement and background checks.

Consent for Background verification / Reference check & Authorization for Disclosure:
You are herewith giving full consent and authorization to the Company and its representative or agencies they might appoint to verify information w.r.t your education, past employment, check criminal background & also carry out a drug / alcoholic test as required.

Your signature indicates that you have read and understand the above statements and that you agree to sign and abide by these stated conditions, and that you accept the above offer.

For **ZIBEW SOFTWARE SERVICES PVT LTD**

Name:

I accept the above offer and will join on:

Signature: Date:

Registered Office: 8-3-229/D/30, Second floor, Venkatgiri, Yousufguda, Hyderabad- 500045
Corporate Address: 4th Floor, Cyber Hub, Janardhan Hills, Gachibowli, Huderabad- 500032
Contact: 9000155291,Email:info@zibew.com

Zibew Ecommerce Services Pvt Ltd

Annexure A: Joining checklist

- Copies of all educational certificates.
- Copies of relieving letter(s)/experience certificate(s), appointment letter(s), 3 months' salary slip from previous employer.
- Identity Proof (Passport, Driver's License, PAN Card, Ration Card, Voter's ID Card).
- Address Proof (any utility bill – electricity, telephone, credit card).
- Two passport sized photographs.
- Copies of the passport sheets (All sheets wherever any entries were made, particularly the following:
    - Passport number, date and place of issue
    - Due date of expiry of the passport
    - Name, date of birth, photograph, address
    - Stamps/entries reg. issue of visa/work permit/entry permit by any country (including refusals)

Note:
Scan of all original documents should be zipped and mail over prior to joining
Also, please share some personal photos and information on hobbies of you and your family which we can share with our team here

15-52

Zibew Ecommerce Services Pvt Ltd

Pay Slip for June - 2020

Employee Name : Battula Mounika

Designation : Trainee Software Engineer

Date of Joining : June 1, 2019

Employee ID : Z204

Payment Mode : By Hand

Leave Detail		Earnings	Amount	Deductions	
No of days in The month	30	**Salary** Basic Amount	8000	TDS	0
Paid Days	30				
		Allowance House Rent Allowance	4000		
No of days on Leave	00	Special Allowance	3000		
			15000	**Total Deduction**	**0**

NET Pay Amount	**15000**

Amount in words: Rupees Fifteen Thousand Only

Registered Office: 8-3-229/D/30, Second floor, Venkatgiri, Yousufguda, Hyderabad- 500045
info@zibew.com
Corporate Address: 4th Floor, Cyber Hub, Janardhan Hills, Gachibowli, Huderabad- 500032

15481A0526

Gmail

Lavanya Bolla <lavanyabolla97@gmail.com>

Letter of Intent - Lavanya Bolla - Ref. No.: 8460765

careers@wipro.com <careers@wipro.com> Mon, Jan 7, 2019 at 11:04 PM
To: lavanyabolla97@gmail.com

Campus - Letter Of Intent

07-Jan-2019

Dear Lavanya Bolla,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15-526

M

WIPRO - Campus Hiring | Onboarding Updates

1 message

<manager.campus@wipro.com>
To: lavanyabolla97@gmail.com

Thu, May 16, 2019 at 2:23 PM

wipro

Welcome to Wipro | Pre- Onboarding Day – 27th May 2019

Dear Lavanya Bolla

Resume Number: 8460765,

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

We are pleased to inform you that your effective date of joining will be 3rd June 2019 upon successful completion of the required joining formalities.

For the completion of your joining formalities, you will be required to report on 27th May 2019 as per the details mentioned below. Your joining location and initial induction session will be held in Visakhapatnam.

After completion of your training, your posting location will be Hyderabad.

Reporting Date	Reporting Time	Reporting Location	Contact Person
27th May 2019	8:00:00 AM	Wipro Limited, Rama Talkies Rd, near Old TB Hospital Area,Seetamma Peta,Visakhapatnam, Andhra Pradesh 530013	Kranti sree
No location change request will be accommodated as it is strictly based on business requirement.			
Please confirm your presence within 5 days from the receipt of this email by clicking on the tab below. **Please click here to confirm your presence**			

Your eligibility Criteria –

10th	12th	Graduation	Post-Graduation
60%	60%	60%	-

Please ensure that the scanned copy of ALL the documents (communicated earlier) have been uploaded via https://synergy.wipro.com/campus/cd/prior.

For any queries/ clarifications, please reach our desk support team on our toll free number **1800 103 4678** between 8:30 AM to 6 PM IST.

You may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to meeting you soon.

The world of endless opportunities at Wipro awaits you!

Regards,

Global Campus Hiring Team
Wipro Limited

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk_recruitment@wipro.com.

wipro.com

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

15 526

Payslip (Confidential)

wipro

WIPRO LIMITED

MONTH/YEAR : APRIL 2020
EMPCODE : 20088022
NAME : BOLLA LAVANYA
GENDER : FEMALE
DESIGNATION : Project Engineer
LOCATION : HYDERABAD
MODE : BANK

ATTD : 30
PF NO. : PYBOM/11394/1575995

UAN NO.: 101472824314
A/c No.: UTI - xxxxxxxxxxx1466
NETPAY : 26800

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00	PT	200.00
HRA	5834.00	0.00		
VARIABLE PAY	4377.00	0.00		
TOTAL:	29065.00	0.00	TOTAL	2265.00

Q4 VARIABLE PAY

MONTH(CAREER GROUP)	JAN(T)	FEB(T)	MAR(T)	TOTAL
TARGET VARIABLE PAY	1459	1459	1459	4377

Policy Applicable : B3 & Below Billable Roles

LINKAGES

MOST PROMINENT VARIABLE PAY UNIT : PLATFORMS, SOFTWARE AND PRODUCTS
Utilization Percentage(U): 100%
Utilization Target(T) : 100%

TYPE	LINKAGE (L)	ACH (A)=(U)/(T)	FACTOR (F)	PAYOUT % (P)=(L)*(F)
Billability	100%	100%	1.00	100%
CSAT Multiplier(C)			1	

Final VARIABLE PAY Payout % for B3 & Below Billable Roles : 100 %

Total Variable Pay Payout : 4377 INR

Billability payout percentage is linked to total days utilized(B/S/I).
Please check your PSP and get in touch with respective staffing manager as given in the PSP page in case of any discrepancy in billing data.

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)

Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel : 91 - 80 - 28440011 Fax : 91 - 80 - 28440054

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1548IA0527

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20192834112/Hyderabad
Date: 18/10/2019

Ms. Saisree Bommidi
D.No:11-58Fish Nurseries,Tarakram Nagar,
Ganguru,
Vijayawada-521137,
Andhra Pradesh.
Tel# -

Dear Saisree 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.

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

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 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).

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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 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 written permission of 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 Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

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14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on

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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

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20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training.The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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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Ref: TCSL/CT20192834112/1338773/Hyderabad
Date: 20 December 2019

MS. SAISREE BOMMIDI
11-58 Chepala Kundila Road,
Poranki, Vijayawada,
ANDHRA PRADESH-521137.
Tel# 918639569713

Sub: Joining Letter

Dear Ms. Saisree Bommidi,

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 **02nd January 2020** and your training location is **Kolkata** . We are pleased to inform you that your work location is **Kolkata** 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
Building 1B,Ecospace,
Plot - IIF/12 ,New Town, Rajarhat,,
Kolkata , West Bengal-700160.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Ms. Subhasree Dey
Phone: 910891047140
Email Id: subhasree.dey@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
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Akruti Business Port Gateway Park Road NO.13 MIDC Andheri Mumbai 400 093 India
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Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

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.

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

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

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Payslip
JAN 2020

TATA
TATA CONSULTANCY SERVICES

MS. SAISREE BOMMIDI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1819812			Bank Name	ICICI Bank						Location	Delta Park - Eden
Grade	Y	UAN	--	Acc No.	XXXXXXX0180						Base Br.	TCS - Kolkata
PAN	XXXXXXX784M			Days paid	30						Depute Br.	TCS - Kolkata
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	20012312

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		9,871.00	Provident Fund	1,185.00
House Rent Allowance		3,948.00	Professional Tax	130.00
Leave Travel Allowance		823.00		
Personal Allowance		7,326.00		
Miscellaneous		484.00		
City Allowance		194.00		
Total Earnings (Current + Arrears)		22,646.00	Total Deductions	1,315.00

Net Pay (INR)	21,331.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	66,968.00	Net Tax Income r/o	12,944.00	80C	3,634.00
Deductions under Sec 16	50,390.00	Total Tax Payable			
Chapter VIA relief	3,634.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 13-Aug-2020 10:10:35

1548 IA0528

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184356004/Hyderabad
Date: 09/10/2018

Mr. Sri Pavan Kumar Buddhi
4-24/1Buddhivari Street,Anumallipet,
Vetapalem,
Chirala-523187,
Andhra Pradesh.
Tel# 91-8919343794

Dear Sri Pavan Kumar Buddhi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued 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.

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TATA

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 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 Initial Learning 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.

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	**Sri Pavan Kumar Buddhi**
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant 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. The Retainer/Consultant 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**
The Retainer/Consultant 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**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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9. **Equitable Rights**

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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TATA

Ref: TCSL/DT20184356004/1233169/Hyderabad
Date: 18 April 2019

MR. SRI PAVAN KUMAR BUDDHI
4-24/1 Buddhivari Street,Anumallipet,
Vetapalem, Chirala,
Andhra Pradesh-523187.
Tel# 919866278431

Sub: Joining Letter

Dear Mr. Sri Pavan Kumar Buddhi,

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 2019** and your training location is **Trivandrum** . We are pleased to inform you that your work location is **Hyderabad** and your stream is **EIS** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000** . Your incentive will be given along with your salary , provided you:

- Join the organization on the specified date.

- Serve Minimum tenure (12 months from the date of joining) with the organization.

Note :

- If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.

- Readiness incentive will not be given if a request for re-joining is initiated by you.

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

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

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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

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

Tata Consultancy Services Limited
Akruti Business Park 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

15-528

Payslip
APR 2020

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MR. SRI PAVAN KUMAR

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1699664			Bank Name	State Bank of India						Location	Madhapur-Hyderabad
Grade	Y	UAN	XXXXXXXX1669	Acc No.	XXXXXXX2475						Base Br.	TCS - Hyderabad
PAN	XXXXXXX117N			Days paid	30						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	20093121

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00	TCS Welfare Trust	1.00
Personal Allowance		7,570.00		
Miscellaneous		2,710.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		27,710.00	Total Deductions	1,425.00

Net Pay (INR)	26,285.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,02,300.00	Net Tax Income r/o	2,35,212.00	80C	14,688.00
Deductions under Sec 16	52,400.00	Total Tax Payable			
Chapter VIA relief	14,688.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 18 May 2020 14:02:43

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Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Busiraju Venkata Naveen,

Syntellect ID: SBE1902591

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

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Atos | Syntel

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

15-529

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Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Busiraju Venkata Naveen			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

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ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

15481A0529

SYNTEL SOFTWARE LLP
Unit No. - 112, SDF-IV,
SEEPZ, Andheri East,
Mumbai, Maharashtra - 400096

PAYSLIP FOR THE MONTH OF APRIL 2020

Emp Code	5064684	**Emp Name**	Venkata Naveen Busiraju		
Department	.	**Cost Center**	.	**PF No.**	
Location	Chennai	**Designation**	Associate Consultant	**ESI No.**	
Date of Birth	27-12-1997	**Bank A/c No**	609501519711	**Pan No.**	EPLPB9047A
Date of Joining	11-11-2019	**Gender**	M	**EPS No.**	
UAN					

Earnings	**Amount**	**YTD**	**Deductions**	**Amount**	**YTD**
Basic New	9,033.00	9,033.00	Provident Fund	1,800.00	1,800.00
Statutory Bonus	2,400.00	2,400.00	Professional Tax	208.00	208.00
HRA Fixed	4,517.00	4,517.00			
Adjustable Allowance	8,083.00	8,083.00			
Total Earnings	24,033.00	24,033.00	**Total Deductions**	2,008.00	2,008.00

Net Pay : Rs. 22,025.00

In Words Rupees Twenty Two Thousand and Twenty Five Only.

Private and Confidential.This is a system-generated document and signature is not required

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15481A0530

HRD/3T/19-20/12927146

Mr. Canchi Nalini Krishna
Candidate ID: 12927146
32-30-11
T.Venkateswara Rao Street,Maruthi Nagar
Vijayawada - 520004
Andhra Pradesh
India
Ph: (91) 81432 14349

September 5, 2019

Dear Canchi,

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

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:16:20 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

15481A0531

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HRD/3T/19-20/12927146

September 5, 2019

Mr. Canchi Nalini Krishna
Candidate ID: 12927146
32-30-11
T.Venkateswara Rao Street,Maruthi Nagar
Vijayawada - 520004
Andhra Pradesh
India
Ph: (91) 81432 14349

Dear Canchi,

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 **October 7, 2019.**

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, 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 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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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 name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

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

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Canchi Nalini Krishna**
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)	12,000 (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. Canchi Nalini Krishna**
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 (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an 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)	12,000 (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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Your A/C XX011 is credited with Rs.13080 sent by SURYA SECURITY AND MAN POWER SERVIC thru NEFT UTR SBIN220244768547. Bal. is Rs.13147.14

15-533

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184356010/Hyderabad
Date: 09/10/2018

Ms. Pujitha Challagulla
D.No:1/124Pedapalaparru, Mudinepalli Mandal, Krishna District.,
Pedapalaparru,
Gudivada-521323,
Andhra Pradesh.
Tel# 91-9949972243

Dear Pujitha Challagulla,

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. 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 48 hours, 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 issued 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 **₹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 amount between the components as per your tax plan, once you join TCSL.

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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 Initial Learning 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,

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

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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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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

Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Pujitha Challagulla**
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant 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. The Retainer/Consultant 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**
The Retainer/Consultant 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**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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TATA

Ref: TCSL/DT20184356010/1211636/Hyderabad
Date: 18 April 2019

MS. PUJITHA CHALLAGULLA
D.No:1/124 Pedapalaparru, Mudinepalli Mandal, Krishna District.,
Pedapalaparru, Gudivada,
Andhra Pradesh-521323.
Tel# 919963229234

Sub: Joining Letter

Dear Ms. Pujitha Challagulla,

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 2019** and your training location is **Trivandrum** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@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.

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.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Payslip
MAY 2020

TATA
TATA CONSULTANCY SERVICES

MS. PUJITHA CHALLAGULLA

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1674049			Bank Name	HDFC Bank						Location	Adibatla Unit1 SEZ
Grade	Y	UAN	XXXXXXX7017	Acc No.	XXXXXXX6500						Base Br.	TCS - Hyderabad
PAN	XXXXXXX599R			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,020.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00	Health Insurance Scheme Premium	1,888.00
Personal Allowance		7,570.00		
Miscellaneous		910.00		
City Allowance		600.00		
Employer PF Payout		204.00		
Performance Pay		1,700.00		
NightShift Allowanc Retro	3,240.00			
Total Earnings (Current + Arrears)		29,354.00	Total Deductions	3,108.00

Net Pay (INR)	26,246.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,09,844.00	Net Tax Income r/o	2,41,224.00	80C	12,444.00
Deductions under Sec 16	52,400.00	Total Tax Payable		80D	3,776.00
Chapter VIA relief	16,220.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

15481A0534

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Chaluvadi Aditya,

Syntellect ID: SBE1901329

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

15-534

Atos | Syntel

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

15-534

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Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Chaluvadi Aditya			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

15-534

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ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

15-534

Atos Syntel Communication | Joining Intimation (Joining kit attached)

1 message

campusbgv <campusbgv@syntelinc.com> Mon, Jan 27, 2020 at 6:09 PM
To: adityach442@gmail.com <adityach442@gmail.com>

Atos | Syntel

Dear Chaluvadi Aditya ,

Congratulations! We are pleased to confirm your joining at Atos Syntel as per the details mentioned in this email.

As we welcome you to be a part of Atos Syntel, we request you to kindly go through the details and basic guidelines on the joining formalities to ensure that you have a smooth on-boarding experience with Atos Syntel.

Date of Joining: 03rd February 2020, Monday

Reporting Time: 9:00 AM

Dress Code: Business formals / Business casuals

Joining Location: Chennai

Work Location Address:

Atos Syntel Pvt. Ltd.

Atos SYNTEL Pvt. Ltd., SEZ Unit,

Plot. H7 & H8, SIPCOT IT Park,

Siruseri, Chennai – 603103

Direction Map: https://goo.gl/maps/9aqZpb7ws9jr59hg9

Important Instructions

Please read the instructions mentioned in the attached joining kit carefully.

- You will be covered under the "Atos Syntel Induction Program" on your date of joining. Please ensure that you arrive on time at the induction venue

- As per policy, outstation candidates can avail the guest house accommodation facility if required, for a period of **seven calendar days** only; details of place of accommodation will be sent soon

- All outstation candidates are advised to be at their joining location a day in advance to avoid any delays, and hence your guest house bookings are accordingly made

- You need to submit your PAN card on the date of joining. This is an important document for processing your pay. In case you do not hold a PAN card, you are required to mandatorily apply for the same before joining and submit the "Acknowledgement Copy" on your date of joining

- It is mandatory to carry all the documents mentioned in the attachment on your date of joining, for completing your joining formalities

- The allocated joining location is definite and the date of joining is non-extendable

- Read about Atos Syntel on www.atos-syntel.net

Looking forward to your on-boarding and wishing you a wonderful career with Atos Syntel.

-

Important note:

- Failing to join us on mentioned date of joining – 03rd February 2020 will result in your earlier "**Letter of Intent (LOI)**" issued to you stands cancelled

Warm Regards,

Human Resources | Campus Recruitment Team

This Internet message may contain information that is privileged, confidential and exempt from disclosure. It is intended for use only by the person to whom it is addressed. If you have received this in error, please (1) do not forward, print or use this information in any way, and (2) contact the sender immediately. Neither this information block, the typed name of the sender, nor anything else in this message is intended to constitute an electronic signature unless a specific statement to the contrary is included in this message. Any personal data contained in this internet message may be subject to additional confidentiality and regulatory requirements.

15481A0534

Syntel Private Limited
Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF MAY 2020

EMP NO	: [illegible]	PF. NO	: [illegible]
NAME	: Aditya Chaturvedi	PAY GROUP	: SPL
DESIGNATION	: Associate Consultant	ESI NO	:
UAN	: [illegible]		

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic Rate	[illegible]	Provident Fund	[illegible]	COST CENTRE	: -
Statutory Bonus	[illegible]	Professional Tax	[illegible]	DATE OF JOINING	: [illegible]
HRA Fixed	[illegible]	Samarpan Syntel Emp Welfare	[illegible]	DATE OF BIRTH	: [illegible]
Adjustable Allowance	[illegible]			STANDARD DAYS	: 31
				DAYS WORKED	: 31
				LOCATION	: Chennai
				PAN	: [redacted]
				RESIDENTIAL STATUS	: RDR
				PAYMENT	: BANK TRANSFER
				BANK	: -
				A/C No.	: [redacted]
Total Earnings Rs.	[illegible]	Total Deductions Rs.	[illegible]	Net Payment Rs.	[illegible]

Note:
Sat May 30 [illegible] 2020 Please Send Your Queries to [illegible]
This document contains confidential information. If you are not the intended recipient you are not authorized to use or disclose it in any form. If you have received this in error please destroy it along with any copies and notify the sender immediately.

1548IA053

Gmail

Chandu Priya Jogi <chandupriya2903@gmail.com>

WIPRO - Campus Hiring | Onboarding Updates

2 messages

manager.campus@wipro.com <manager.campus@wipro.com>
To: chandupriya2903@gmail.com

Thu, May 16, 2019 at 1:28 PM

Welcome to Wipro | Pre- Onboarding Day – 28th May 2019

Dear Chandu Priya Jogi,

Resume Number:8249632,

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

We are pleased to inform you that your effective date of joining will be 3rd June 2019 upon successful completion of the required joining formalities.

For the completion of your joining formalities, you will be required to report on 28th May 2019as per the details mentioned below. Your joining location and initial induction session will be held in Bengaluru.

Reporting Date	Reporting Time	Reporting Location	Contact Person
28th May 2019	8:00:00 AM	Wipro Limited, No 72, Keonics Electronic City, Hosur Road, Bangalore – 560100 [EC-1, Gate No. -1, Tower -1, Ground Floor]	Antony | John
No location change request will be accommodated as it is strictly based on business requirement.			
Please confirm your presence within 5 days from the receipt of this email by clicking on the tab below. Please click here to confirm your presence			

Your eligibility Criteria –

10th	12th	Graduation	Post-Graduation
60%	60%	60%	-

Please ensure that the scanned copy of ALL the documents (communicated earlier) have been uploaded via https://synergy.wipro.com/campus/cdi/.

For any queries/ clarifications, please reach our desk support team on our toll free number 1800 103 4678 between 8:30 AM to 6 PM IST.

You may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to meeting you soon.

The world of endless opportunities at Wipro awaits you!

Regards,

Global Campus Hiring Team
Wipro Limited

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agreements to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs in Wipro, please let us know by contacting us on helpdesk.recruitment@wipro.com.

wipro.com

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

Chandu Priya Jogi <chandupriya2903@gmail.com> Fri, May 17, 2019 at 8:27 PM
To: RAMA KRISHNA JOGI <rk.jogi1972@gmail.com>

[Quoted text hidden]

1548140535

wipro

APPOINTMENT LETTER

April 30, 2019

Ms. Chandu Priya Jogi
16/324-4
Machavaram
Machilipatnam- 521002
Andhra Pradesh

Dear **Chandu Priya Jogi**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.

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 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.

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 upto 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,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____
Name: _____
Signature: _____ Date: __/__/____
Place: _____

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

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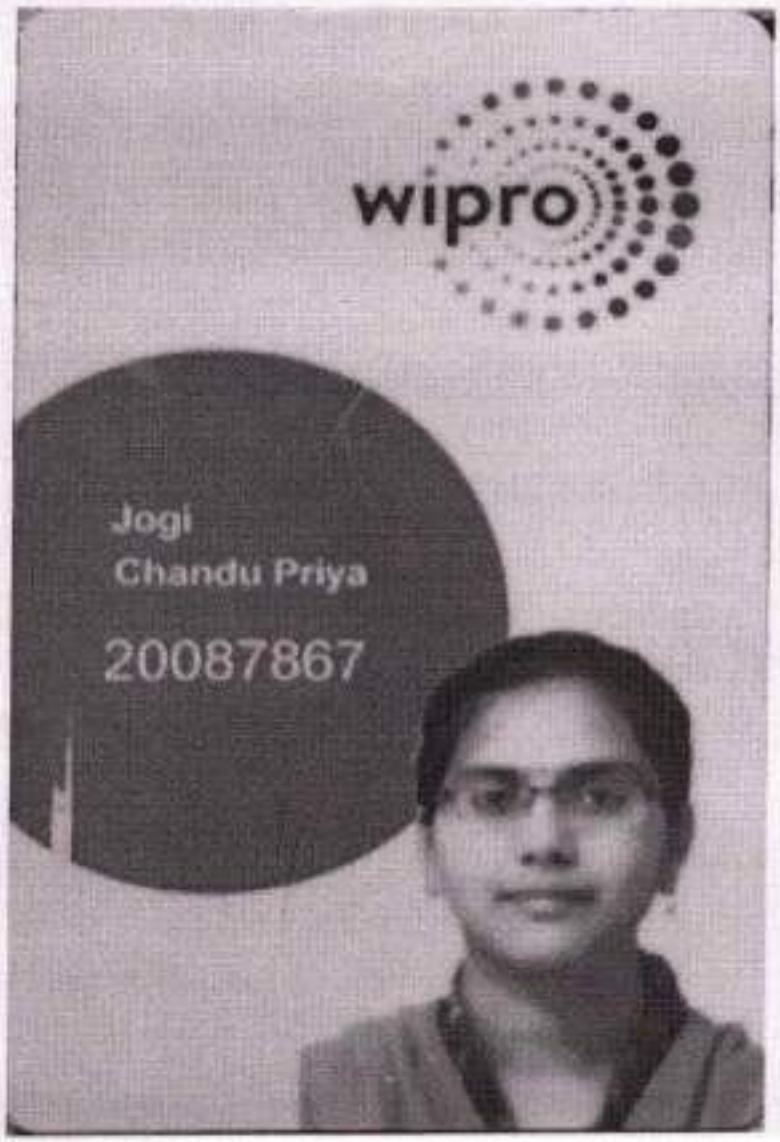
15-535



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Payslip (Confidential)

wipro

WIPRO LIMITED

MONTH/YEAR	: JULY 2020	ATTD	: 31
EMPCODE	: 20087867	PF NO.	: PYBGM/11394/1576358
NAME	: JOGI CHANDU PRIYA		
GENDER	: FEMALE		
DESIGNATION	: Project Engineer		
LOCATION	: BANGALORE	UAN NO.	: 101472828041
MODE	: BANK	A/c No.	: ICICI - xxxxxxxx3199
		NETPAY	: 26212

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00	PT	200.00
HRA	5834.00	0.00		
SHFTALLW	0.00	1600.00		
VARIABLE PAY	2189.00	0.00		
TOTAL:	26877.00	1600.00	TOTAL	2265.00

Q1 VARIABLE PAY

MONTH(CAREER GROUP)	APR(T)	MAY(T)	JUN(T)	TOTAL
TARGET VARIABLE PAY	1459	1459	1459	4377

Policy Applicable : B3 & Below Billable Roles

LINKAGES

Utilization Percentage(U): 100%
Utilization Target(T) : 100%

TYPE	LINKAGE (L)	ACH (A)+(U)/(T)	PAYOUT %
Billability	100%	100%	50%

Final VARIABLE PAY Payout % for B3 & Below Billable Roles : 50 %*

Total Variable Pay Payout : 2189 INR

Billability payout percentage is linked to total days utilized(B/S/I). Please check your PSP and get in touch with respective staffing manager as given in the PSP page in case of any discrepancy in billing data.

*Payout percentage has been calculated based on the approach communicated for Q1 FY21.

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)

Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560035, India. Tel: 91 - 80 - 2844 0011 Fax: 91 - 80 - 2844 0054

1548A0536
CSE-A

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Cheekurthi Karthik Raja,

Syntellect ID: SBE1904008

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Cheekurthi Karthik Raja			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

15_537

Gmail

Bhavana bhanu <bhanukesava@gmail.com>

Letter of Intent - Cheni Bhavana - Ref. No.: 8407203

2 messages

careers@wipro.com <careers@wipro.com>
To: bhanukesava@gmail.com
Cc: manager.campus@wipro.com

Thu, Dec 20, 2018 at 12:03 AM

Campus - Letter Of Intent

December 19, 2018

Dear Cheni Bhavana,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

Bhavana bhanu <bhanukesava@gmail.com> Mon, Jun 10, 2019 at 5:23 PM
To: rajukanaka2001@gmail.com

[Quoted text hidden]

15_537

Gmail

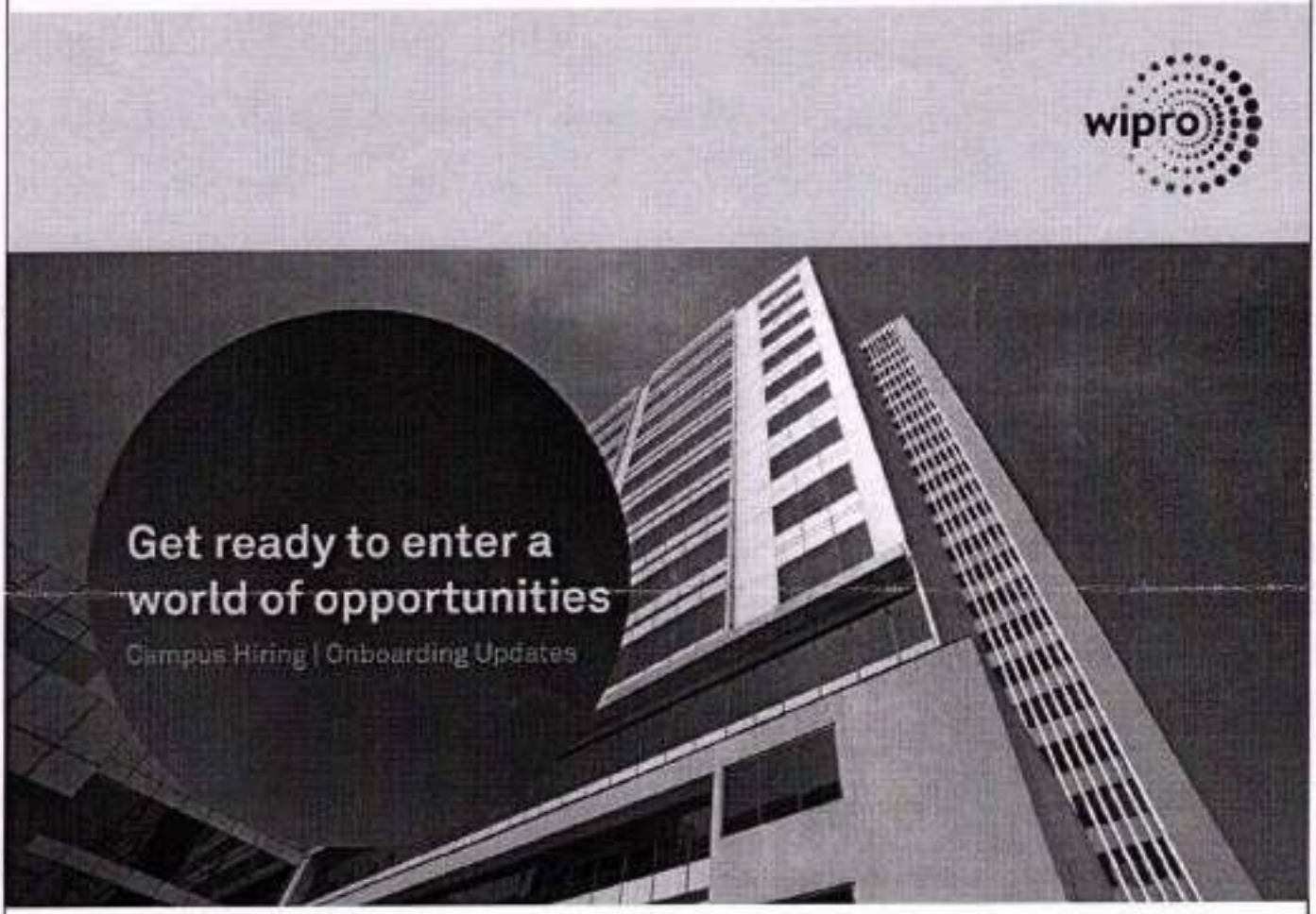
Bhavana bhanu <bhanukesava@gmail.com>

WIPRO - Campus Hiring | Onboarding Updates

1 message

manager.campus@wipro.com <manager.campus@wipro.com>
To: bhanukesava@gmail.com

Thu, May 16, 2019 at 2:24 PM



Welcome to Wipro | Pre- Onboarding Day – 28th May 2019

Dear **CHENI BHAVANA**

Resume Number: **8407203**,

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

We are pleased to inform you that your effective date of joining will be 3rd June 2019 upon successful completion of the required joining formalities.

For the completion of your joining formalities, you will be required to report on 28th May 2019 as per the details mentioned below. Your joining location and initial induction session will be held in Visakhapatnam.

After completion of your training, your posting location will be Hyderabad.

Reporting Date	Reporting Time	Reporting Location	Contact Person
28th May 2019	**8:00:00 AM**	**Wipro Limited,** **Rama Talkies Rd, near Old TB Hospital Area,Seetamma Peta,Visakhapatnam, Andhra Pradesh 530013**	**Kranti sree**
No location change request will be accommodated as it is strictly based on business requirement.			
Please confirm your presence within 5 days from the receipt of this email by clicking on the tab below. Please click here to confirm your presence			

Your eligibility Criteria –

10th	12th	Graduation	Post-Graduation
60%	60%	60%	-

Please ensure that the scanned copy of ALL the documents (communicated earlier) have been uploaded via https://synergy.wipro.com/campus/cd/prior.

For any queries/ clarifications, please reach our desk support team on our toll free number **1800 103 4678** between 8:30 AM to 6 PM IST.

You may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to meeting you soon.

The world of endless opportunities at Wipro awaits you!

Regards,

Global Campus Hiring Team
Wipro Limited

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.

wipro.com

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www.wipro.com

15481A0537

Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR : MARCH 2020
EMPCODE : 20088167
NAME : CHENI BHAVANA
DESIGNATION : Test Engineer
LOCATION : HYDERABAD
MODE : BANK

ATTD : 31
PF NO. : PYBOM/11394/1576285
GENDER : FEMALE

UAN NO.: 101472827216
A/c No.: UTI - xxxxxxxxxxx1330
NETPAY : 22423

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00	PT	200.00
HRA	5834.00	0.00		
TOTAL:	24688.00	0.00	TOTAL	2265.00

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 & Children)

Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel : 91 - 80 - 2844 0011 Fax : 91 - 80 - 2844 0054

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C-A

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182359787/Hyderabad
Date: 09/10/2018

Mr. Bala Koteswararao Chinthalapudi
5-7Ramalayam,
Ramalayam,
Piduguralla-522413,
Andhra Pradesh.
Tel# 91-9701332180

Dear Bala Koteswararao Chinthalapudi,

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. 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 48 hours, 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 issued 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.

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Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
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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

TATA

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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET

Annexure 1

Name	**Bala Koteswararao Chinthalapudi**
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**

The Retainer/Consultant 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. The Retainer/Consultant 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**

The Retainer/Consultant 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**

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**

The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**

TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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15-541

TATA

Ref: TCSL/CT20182359787/1212245/Hyderabad
Date: 18 April 2019

MR. BALA KOTESWARARAO CHINTHALAPUDI
5-7 Ramalayam,
Ramalayam, Piduguralla,
Andhra Pradesh-522413.
Tel# 917288044544

Sub: Joining Letter

Dear Mr. Bala Koteswararao Chinthalapudi,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000** . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*

- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

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

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

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

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Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Payslip
OCT 2019

TATA
TATA CONSULTANCY SERVICES

MR. BALA KOTESWARARAO CHINTHALAPUDI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1674658			Bank Name	HDFC Bank						Location	Adibatla Unit1 SEZ
Grade	Y	UAN	XXXXXXX7661	Acc No.	XXXXXXX5911						Base Br.	TCS - Hyderabad
PAN	XXXXXXX946H			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	20002621

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00	Health Insurance Scheme Premium	1,092.00
Personal Allowance		7,570.00		
Miscellaneous		2,300.00		
City Allowance	1,467.00	600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		28,767.00	Total Deductions	2,516.00

Net Pay (INR)	26,251.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,18,960.00	Net Tax Income r/o	2,40,502.00	80C	13,546.00
Deductions under Sec 16	52,400.00	Total Tax Payable		80D	12,512.00
Chapter VIA relief	26,058.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - If any.

Payslip generated on : 23 Feb 2020 3:27:11

1548140544

Gmail

swathi daggubati <daggubatiswathi@gmail.com>

Letter of Intent - Swathi Daggubati - Ref. No.: 8245165

3 messages

careers@wipro.com <careers@wipro.com> Tue, Dec 4, 2018 at 5:40 PM
To: daggubatiswathi@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 04, 2018

Dear Swathi Daggubati,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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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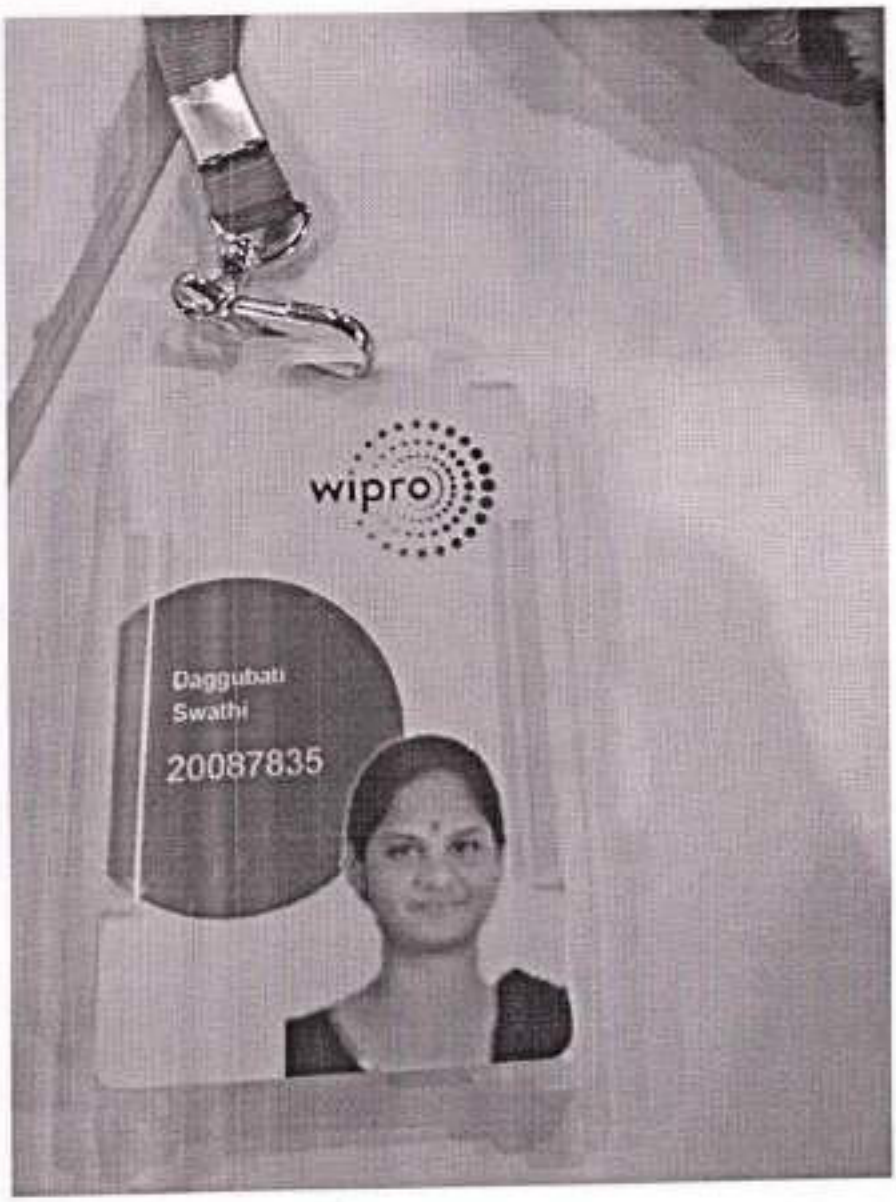

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Mindtree

Mindtree Ltd-India
Bangalore
Pay-Slip for the month of April 2020

Emp No.	: 01053684	PF No.	: BG/MRD/24470/108863
Name	: Darapureddy Greeshma	Department	: VERT
Competency	: C1	Emp Status	: Active

Earnings	Rs	Deductions	Rs	Other Details	
Basic Salary	15,000.00	Ee PF contribution	1,800.00	Present Days	30.00
House Rent Allowance	7,500.00	Prof Tax - split period	200.00	Date of Joining	29.06.2019
Special Allowance	147.00	Rounding off adjustment	0.67	Date of Birth	06.12.1987
Other Pmts Taxable	500.00	Sec 80D Mediclaim Ded	150.00	Standard Days	30.00
Bonus (Monthly)	3,500.00			Location	Bangalore
Recovery of round off am	0.67			PAN No.	CDVPD1674C
				UAN No.	101519818164
Total Earnings	26,647.67	Total Deductions	2,150.67	Net Salary Rupees	24,497.00

Payment Method: Bank Transfer, Account Number: 30489696090, Bank Name: SBI Bank

This is my Money. I earned it by doing my best for our customers.

This is a computer generated statement and does not require signature and company seal.

Scanned with CamScanner

Mindtree

INCOME TAX CALCULATION

Particulars	Cummulative Total	Add:Projected	Less:Exempted	Annual. Rs.
Basic Salary	15,000.00	165,000.00	0.00	180,000.00
House Rent Allowance	7,500.00	82,500.00	0.00	90,000.00
Special Allowance	147.00	1,617.00	0.00	1,764.00
Other Pmts Taxable	500.00	0.00	0.00	500.00
Bonus (Monthly)	3,500.00	0.00	0.00	3,500.00
Add. Value of Perquisites under sec 17(2)				0.00
TOTAL INCOME				275,764.00
Less: Standard Deduction				50,000.00
Add: Income received from Previous Employer				0.00
NET TAXABLE INCOME				225,764.00
Less: Prof.Tax recovered by Previous Employer				0.00
Less: Prof.Tax recovered by Current Employer				2,400.00
Add: Other Taxable Income Reported by the Employee				0.00
GROSS TAXABLE INCOME				223,364.00
Less: Medical Insr Premium (Non-Senior Ctz)				150.00
Less: Other Deductions				21,600.00
INCOME CHARGEABLE TO TAX (Rounded Off)				201,614.00

INCOME TAX DEDUCTION

INCOME TAX PAYABLE	0.00
Add: Surcharges on Income Tax	0.00
Add: Health and Education Cess	0.00
TOTAL INCOME TAX & S/C & CESS PAYABLE	0.00
Less: I.Tax & S/C Paid by Previous Employer	0.00
Less: TDS on Other Income	0.00
I.Tax & S/C & Cess to be recovered (Rounded Off)	0.00
I.Tax & S/C & Cess recovered till this month	0.00
Balance I.Tax & S/C & Cess to be recovered	0.00
Avg.Monthly I.Tax % S/C & Cess to be recovered	0.00

INVESTMENT DETAILS DECLARED

Provident Fund	21,600.00

This is a computer generated statement and does not require signature and company seal.

Scanned with CamScanner

Mindtree

Mindtree Ltd. Bangalore, India

Name of the Employee : Gurumurthy Trimbhu
Employee ID : [illegible]
Date of Joining : [illegible]
Designation : [illegible]
Department : [illegible]
Location : [illegible]

Class-Expenditure for the year [illegible]

Details	Apr-2020	May-2020	Jun-2020	Jul-2020	Aug-2020	Sep-2020	Oct-2020	Nov-2020	Dec-2020	Jan-2021	Feb-2021	Mar-2021	Total
(Monthly Eligibility	147.00												147.00
(Total Eligibility	147.00												
(Pay Slip Items													
(Special Allowance	147.00												147.00
(HRA	0.00												0.00
(Conveyance	0.00												0.00
(PBP Bonus Recovery	0.00												0.00
(Year End Pay	0.00												0.00
(Pay Slip Item Total)	147.00												147.00
(Reimbursements													
(Car Fuel	0.00												0.00
(Repairs & Maint	0.00												0.00
(LTA	0.00												0.00
(Insurance & Road Tax	0.00												0.00
(Meal Card	0.00												0.00
(Broadband	0.00												0.00
(Foreign Travel	0.00												0.00
(Reimb Total	0.00												0.00
(Outside Pay													
(Car Leases	0.00												0.00
(CLA	0.00												0.00
(Driver Salary	0.00												0.00
(NPS	0.00												0.00
(Outside Pay Total)	0.00												0.00
(Total Paid Amount	147.00												147.00
(PBP Balance as of	0.00												0.00

This is a computer generated statement and does not require signature and company seal.

Scanned with CamScanner

 1548IA0550

Gmail

Harshitha Devireddi <harshi.devireddy@gmail.com>

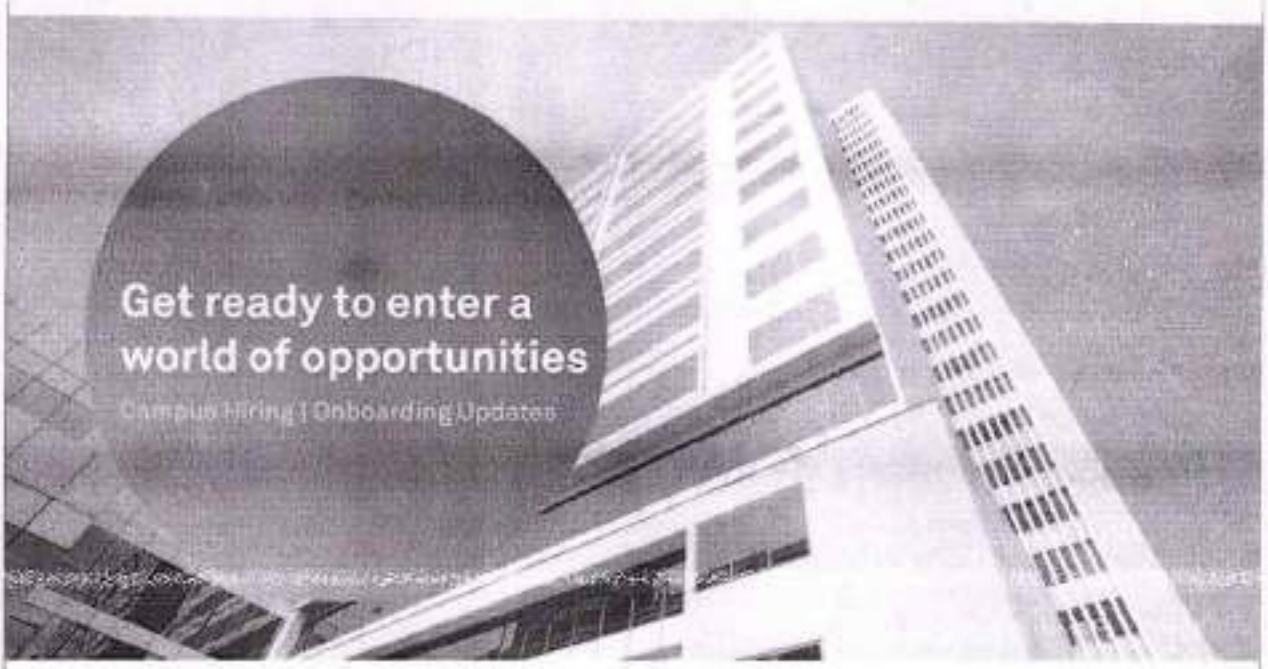
WIPRO - Campus Hiring | Onboarding Updates

1 message

manager.campus@wipro.com <manager.campus@wipro.com>
To: harshi.devireddy@gmail.com

Thu, May 16, 2019 at 12:57 PM

wipro



Welcome to Wipro | Pre- Onboarding Day – 28th May 2019

Dear Devireddi Harshitha

Resume Number:8407007,

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

We are pleased to inform you that your effective date of joining will be 3rd June 2019 upon successful completion of the required joining formalities.

For the completion of your joining formalities, you will be required to report on 28th May 2019as per the details mentioned below. Your joining location and initial induction session will be held in Chennai.

Reporting Date	Reporting Time	Reporting Location	Contact Person
28th May 2019	8:00:00 AM	CDC 5, Cuckoo Hall, Learning center, Ground floor, Wipro Technologies, CDC 5 - ELCOT SEZ, Medavakkam Road, Shollinganallur, 600119	Karthik K
No location change request will be accommodated as it is strictly based on business requirement.			
Please confirm your presence within 5 days from the receipt of this email by clicking on the tab below. Please click here to confirm your presence			

Your eligibility Criteria –

10th	12th	Graduation	Post-Graduation
60%	60%	60%	-

Please ensure that the scanned copy of ALL the documents (communicated earlier) have been uploaded via **https://synergy.wipro.com/campus/cd/.**

For any queries/ clarifications, please reach our desk support team on our toll free number **1800 103 4678** between 8:30 AM to 6 PM IST.

You may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to meeting you soon.

The world of endless opportunities at Wipro awaits you!

Regards,

Global Campus Hiring Team
Wipro Limited

15481A0554

kony

August 16, 2018

Raja Surya
Flat No 121, Harish Chandra Enclave,
Venkatraipuram, Tanuku,
West Godavari- 534218

Dear **Raja**,

On behalf of Kony India Private Limited, we are pleased to offer you as Associate Engineer for the period of 12 Months from August 24th, 2018 to August 26th, 2019.

Your stipend during this period would be Rs.25000/- (Rupees Twenty Five Thousand Only) per month.

This letter does not entitle you to any further employment with Kony and is only a confirmation for Internship.

We wish you all the best in your endeavors.

Yours Sincerely,
For **Kony India Private Limited**

Pooja Palviya
Senior Director -Human Resources

kony

Compensation

Compensation Breakup Details

Compensation per month	**25,000**
Compensation	**Monthly (In INR)**
Basic	15,000
Special Allowance	8,200
PF Contribution-Employer	1,800
Total Fixed Compensation	**25,000**

for Kony India Private Limited

Pooja Palviya
Senior Director – Human Resources

ACKNOWLEDGEMENT

I accept your offer of employment and will report on ("**Effective Date**") _____.

_____
Raja Surya

kony
Mobilize the Enterprise

KONY INDIA PRIVATE LIMITED
SEZ UNIT II, LEVEL 7
PHOENIX INFOCITY P LTD
GACHIBOWLI
HYDERABAD 500081

Pay Slip for October 2019

EmpNo	**KH2629**	Payable Days	31
Name	**Doddapani Raja Surya**	Date of Joining	27-08-2019
Department	00	UAN No	101359458427
Location	AP-HYDERABAD	PAN	CQPPD0896J
Bank Name	HDFC BANK	Bank A/c No	50100248191101
Designation	Software Development Engineer		

Earnings	Current Month	Year To Date Earnings	Deductions	Current Month	Year To Date Deductions
Basic	30,000.00	60,000.00	Provident Fund	3,600.00	7,490.00
House Rent Allowance	12,000.00	24,000.00	Profession Tax	200.00	400.00
Special Allowance	6,690.00	13,380.00			
Flexible Allowance	6,267.00	12,534.00			
Arrears Basic	0.00	2,420.00			
Arrears HRA	0.00	1,935.00			
Arrears Special Allowance	0.00	-244.00			
Arrear Flexible Allowance	0.00	1,011.00			
Total	54,957.00	115,036.00		3,800.00	7,890.00

Net Pay : Rs. 51,157.00 *Rupees Fifty One Thousand One Hundred Fifty Seven Only.*

15-551

Gmail

Naga Jyothi D <nagajyothidulam@gmail.com>

Letter of Intent - Dulam Naga Jyothi - Ref. No.: 8256552

2 messages

careers@wipro.com <careers@wipro.com>
To: nagajyothidulam@gmail.com
Cc: manager.campus@wipro.com

Tue, Dec 4, 2018 at 5:51 PM

Campus - Letter Of Intent

December 04, 2018

Dear Dulam Naga Jyothi ,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

careers@wipro.com <careers@wipro.com> Tue, Dec 4, 2018 at 5:52 PM
To: nagajyothidulam@gmail.com
Cc: manager.campus@wipro.com

[Quoted text hidden]

15.559

Gmail

Naga Jyothi D <nagajyothidulam@gmail.com>

WIPRO - Campus Hiring | Onboarding Updates

1 message

manager.campus@wipro.com <manager.campus@wipro.com>
To: nagajyothidulam@gmail.com

Thu, May 16, 2019 at 1:33 PM

Welcome to Wipro | Pre- Onboarding Day – 29th May 2019

Dear **Dulam Naga Jyothi**,

Resume Number:**8256552**,

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

We are pleased to inform you that your effective date of joining will be 3rd June 2019 upon successful completion of the required joining formalities.

For the completion of your joining formalities, you will be required to report on 29th May 2019as per the details mentioned below. Your joining location and initial induction session will be held in Bengaluru.

Reporting Date	Reporting Time	Reporting Location	Contact Person
29th May 2019	**8:00:00 AM**	**Wipro Limited, No 72, Keonics Electronic City, Hosur Road, Bangalore – 560100** **[EC-1, Gate No. -1, Tower -1, Ground Floor]**	**Antony | John**
No location change request will be accommodated as it is strictly based on business requirement.			
Please confirm your presence within 5 days from the receipt of this email by clicking on the tab below. Please click here to confirm your presence			

Your eligibility Criteria –

10th	12th	Graduation	Post-Graduation
60%	**60%**	**60%**	**-**

Please ensure that the scanned copy of ALL the documents (communicated earlier) have been uploaded via https://synergy.wipro.com/campus/cd/.

For any queries/ clarifications, please reach our desk support team on our toll free number **1800 103 4678** between 8:30 AM to 6 PM IST.

You may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to meeting you soon.

The world of endless opportunities at Wipro awaits you!

Regards,

Global Campus Hiring Team
Wipro Limited

Wipro does not charge any fee at any stage of the recruitment process and has not authorised agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.

wipro.com

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

1548/A0559

Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR : MAY 2020
EMPCODE : 20087942
NAME : DULAM NAGA JYOTHI
GENDER : FEMALE
DESIGNATION : Project Engineer
LOCATION : BANGALORE
MODE : BANK

ATTD : 31
PF NO. : PYBOM/11394/1576314

UAN NO.: 101472827506
A/c No.: SBI - xxxxxxx4921
NETPAY : 22423

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00	PT	200.00
HRA	5834.00	0.00		
TOTAL:	24688.00	0.00	TOTAL	2265.00

HAPPY BIRTHDAY, DULAM NAGA JYOTHI!

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)

Wipro Limited, Doddakannelli, Sarjapur Road, Bangalore - 560 035, India. Tel : 91 - 80 - 2844 0011 Fax : 91 - 80 - 2844 0054

15-561

Cognizant

21-Aug-2019

Dear Krishna Vamsi Edara,
B.Tech/B.E., Computer Science & Engineering
Gudavalleru Engineering College

Candidate ID – 13507967

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** 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://campus2.cognizant.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: Krishna Vamsi Edara **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @40% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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://newcognizant.cognizant.com->Total Rewards App for more details

15-561

cognizantHR@cognizan... 23 Jan

to me

Cognizant

Dear Krishna Vamsi Edara ,

Candidate ID: 13507947

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. Please Click here to accept your Date of joining (DOJ).

Reporting Time : 7:30 AM
Joining Venue : Cognizant Technology Solutions India Pvt Ltd, KITS Campus (CKC) , Plot No. 1 & 2, Elcot IT Park, Survey. No. 607/3, Sholinganallur Village, Tambaram Taluk, Kancheepuram District - Chennai - 600119, India
Date Of Joining : 30 Jan 2020

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you **to login** to One Cognizant **&** ensure that you complete the online forms **&** photo upload at least **3 days** before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least **two days** before your DOJ. Onboarding Pass would be generated **one day before** your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process
Password: Password that was created by you after registration

Please use the authentication key **(AA49E78E2DA53A91)** to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

Marksheets & Certificates

For 2017 Batch pass outs

15-561

Cognizant

Cognizant Technology Solutions India Private Ltd

Payslip for the month of Feb 2020

Financial Period 2019-2020

Private & Confidential

Associate Information

Mr. Krishna Vamsi Edara

Associate Id	[illegible]	Location	[illegible]
Designation	Programmer Analyst Trainee	PAN	[illegible]
Gender	Male	Bank A/C	[illegible]
Date Of Joining	[illegible]	ESI Number	
PF A/C	[illegible]	Status	Salary Credited
UAN	[illegible]	Available Calendar Days	29
SA Policy No		Paid Days	26
SA LIC ID		Loss of Pay Days	0

Earnings	Amount	Deductions	Amount
Basic	[illegible]	Provident Fund Employee Contribution	1,800
House Rent Allowance	[illegible]	EDL	0
Conveyance Allowance	800		
Medical Allowance	[illegible]		
Special Allowance	[illegible]		
Advance Statutory Bonus	[illegible]		
(A) Total Earnings	22,500	(B) Total Deduction	1,800

(D) Net Salary = (A) - (B)	20,900
(E) *Net Arrears	1,403
(F) Total Pay = (E) + (D)	22,312

* Please refer annexure for Arrears details

15-562

Atos Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Lakshmi Ravali Gaddi,

Syntellect ID: SBE1902798

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Lakshmi Ravali Gaddi			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

15-562

Gmail

ravali Reddy <ravalireddy923@gmail.com>

Atos Syntel Communication | Joining Intimation (Joining kit attached)

campusbgv <campusbgv@syntelinc.com> Wed, Jan 29, 2020 at 4:18 PM
To: "ravalireddy923@gmail.com" <ravalireddy923@gmail.com>

Atos | Syntel

Dear Lakshmi Ravali Gaddi,

Congratulations! We are pleased to confirm your joining at Atos Syntel as per the details mentioned in this email.

As we welcome you to be a part of Atos Syntel, we request you to kindly go through the details and basic guidelines on the joining formalities to ensure that you have a smooth on-boarding experience with Atos Syntel.

Date of Joining: 03rd February 2020, Monday

Reporting Time: 9:00 AM

Dress Code: Business formals / Business casuals

Joining Location: Chennai

Work Location Address:

Atos Syntel Pvt. Ltd.

Atos SYNTEL Pvt. Ltd., SEZ Unit,

Plot. H7 & H8, SIPCOT IT Park,

Siruseri, Chennai – 603103

Direction Map: https://goo.gl/maps/9aqZpb7ws9jr59hg9

Important Instructions

Please read the instructions mentioned in the attached joining kit carefully.

- You will be covered under the "Atos Syntel Induction Program" on your date of joining. Please ensure that you arrive on time at the induction venue
- As per policy, outstation candidates can avail the guest house accommodation facility if required, for a period of **seven calendar days** only; details of place of accommodation will be sent soon

- All outstation candidates are advised to be at their joining location a day in advance to avoid any delays, and hence your guest house bookings are accordingly made

- You need to submit your PAN card on the date of joining. This is an important document for processing your pay. In case you do not hold a PAN card, you are required to mandatorily apply for the same before joining and submit the "Acknowledgement Copy" on your date of joining

- It is mandatory to carry all the documents mentioned in the attachment on your date of joining, for completing your joining formalities

- The allocated joining location is definite and the date of joining is non-extendable

- Read about Atos Syntel on www.atos-syntel.net

Looking forward to your on-boarding and wishing you a wonderful career with Atos Syntel.

-

Important note:

- Failing to join us on mentioned date of joining – 03rd February 2020 will result in your earlier "**Letter of Intent (LOI)**" issued to you stands cancelled

Warm Regards,

Human Resources | Campus Recruitment Team

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Joining Kit 2019.pdf
98K

15-562

Syntel Private Limited
Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF MARCH 2020

EMP NO	5067134	PF NO	
NAME	Lakshmi Ravali Gaddi	PAY GROUP	PAY GROUP 1
DESIGNATION	Associate Consultant	ESI NO	
UAN			

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic	10033.00	Provident Fund	1800.00	COST CENTRE	
House Rent Allowance	5017.00	Samarpan-Syntel Emp Welfare	50.00	DATE OF JOINING	03/02/2020
Bonus	2400.00			DATE OF BIRTH	17/08/1998
Transport Allowance	1600.00			STANDARD DAYS	31
Medical Allowance	1250.00			DAYS WORKED	31
City Tax Allowance	1003.00			LOCATION	Chennai
Special Allowance	4830.00			PAN	CZNPG1863B
				RESIDENTIAL STATUS	ROR
				PAYMENT	BANK TRANSFER
				BANK	-
				A/C No.	269701506388
Total Earnings Rs.	26133.00	Total Deductions Rs.	1850.00	Net Payment Rs.	24283.00

Note:

Tue Apr 14 10:50:27 IST 2020 Please Send Your Queries to info@excelityglobal.com

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15-563

wipro

APPOINTMENT LETTER

April 30, 2019

Mr. Nitish Gannamani
D.No:1-47, Government School Road
Yerrampeta(P), West Godavari
Koyyalagudem- 534312
Andhra Pradesh

Dear **Nitish Gannamani,**

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.

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 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.

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 upto 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,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____
Name: _____
Signature: _____ Date: __/__/____
Place: _____

Registered Office:
Wipro Limited
Doddakannelli
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Bangalore 560035
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T : +91 (80) 2844 0011
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E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/___/_____ **Signature:.....**

Registered Office:
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Doddakannelli
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W : wipro.com
C : L32102KA1945PLC020800

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

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 ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

ANNEXURE III

SALARY OFFER SHEET

Name : Nitish Gannamani

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan (WBP)	4,854
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 (5% of CTC)	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. Interest free loan of Rs.20,000/- towards housing deposits or towards purchase of two wheeler
b. Contingency loan of Rs.50,000/- towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/___/_____ **Signature:.....**

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ANNEXURE – IV

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

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

Name:

Date: __/___/_____ **Signature:.....**

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:

a. Individual linked parameter: Based on number of days 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. This would comprise of 100% of your Variable Pay amount. (for employees joining in these Bands in Support roles and central functions 100% of Variable Pay would be linked to revenue and OM as mentioned in (b) and (c) below)

b. Revenue achievement linked parameter: Based on the Revenue achievement of your Business Unit / Vertical / Service Line. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

c. OM linked parameter: Based on Operating Margin achievement of your Business Unit. This would be linked to 50% of your Variable Pay payout. This is applicable only for employees in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 joining in Support roles.

The Variable Pay payout amount is liable to vary as per the performance on the above parameters.

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.

For more details please refer to the policy hosted on myWipro à My Information Source à My Policies à View All Policies à (Select Country) à My Financials à Compensation à Variable Pay.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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 appointment. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount 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. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

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 which will vary based on your marital/family status, the floater sum insured as per your job grade and any top-up plan opted by you. 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:
Wipro Limited
Doddakannelli
Sarjapur Road
Bangalore 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

Gratuity Benefit: Up to Rs. 20,00,000

This provides you a lump sum benefit upon separation after completion of 5 years of service or on retirement or when deceased. Your gratuity is computed as: Last drawn Basic Salary * No. of years served * 15/26.

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 pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

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. Even on temporary disability due to Accident you get compensated for loss of wages on account of leave due to Accident of upto Rs. 5,000 per week. In case of Death due to accident, your total cover would be 26 lacs (12 Lacs + 14 Lacs). Employees can also get an extra coverage for a nominal and highly negotiated premium.
b. Group Life Insurance Program: 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. Employees can also get an extra coverage for a nominal and highly negotiated premium.
Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. **Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.
We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has a 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.

15-563

wipro

Gannamai
Nitish

20087869

13-366

IAAA

Strictly Private & Confidential

Offer: **IAAA Technologies Pvt Ltd**
Date: 01-July-2020

Ms. Gongati Namratha,
D/O Gongati Hanock Melongton,
1-322, Bank Street, Brahmam Gari Veedi,
Tripuranthakam, Prakasam,
Andhra Pradesh - 523326

Tel. No. : +91-9553965898

Subject: Offer Letter and Terms of Employment

Dear Ms Gongati Namratha,

Thank you for exploring career opportunities with IAAA Technologies Pvt Ltd. 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, relevant work experience and performance in the selection process. You have been selected for the position of Software Engineer at IAAA Technologies Pvt Ltd, Bangalore.

Your gross salary including all benefits will be Rs 3,00,000/- per annum.

Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer. If not accepted within 2 days, this offer is liable to lapse at the discretion of IAAA Technologies Pvt Ltd.

Please submit the required documents to the IAAA Technologies Pvt Ltd, point of contact within 5 days of your offer acceptance.

Strictly Private & Confidential

TERMS OF EMPLOYMENT

Offer Letter Validity:
If you fail to accept the offer from IAAA within 2 days, it will be considered that you are not interested in this employment and this offer will be automatically withdrawn.

Work Location:
Bangalore

Working Hours:
You may be required to work in shifts and / or in extended working hours, as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements exigencies from time to time, without any extra remuneration / compensation.

Duties:
During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business or occupation.

Probation Period:
You will be on probation for Six months .Your confirmation will be communicated to you in writing. IAAA reserves the right to terminate your employment in case your performance, behaviour and / or conduct during the probation period is found unsatisfactory.

Notice Period:
During your employment with IAAA, either you or IAAA can terminate the appointment by giving 90 calendar day's written notice or 3 month's basic salary in lieu of the notice.
If you are covered under Deputation Agreement / International Assignment Agreement, either you or IAAA can terminate the appointment by giving 90 calendar days written notice as set out in the Separation Policy of IAAA. IAAA 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.

Increments and Promotions:
Your performance and contribution to the company will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on IAAA's Compensation and Promotion Policy.

Rules and Regulations of the Company:
Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of IAAA Technologies Pvt Ltd, as applicable to you and the changes therein from time to time.

Confidentiality:
You are subject to the terms relating to Trade Secrets, Proprietary and Confidential information and any and all Supplements thereto. All information concerning the business, practices or finances of the company shall be considered as strictly confidential and any breach thereof is deemed a misconduct which entitles the Company to terminate your employment in accordance with the provisions above.

No Violation:
You represent that by accepting the terms of this agreement that you will not be in violation of the terms of any agreement with your previous employers or third parties.

Code of Business Conduct:
Any time during the term of your employment, you are required to comply with all applicable laws, regulations and IAAA Technologies Pvt Ltd, Code of Business Conduct, as may be amended from time to time.

Access to Communication System:
You shall use internal e-mail, voice mail, computer systems, etc. for work purpose and refrain from using them for personal purpose. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the Company regulations or if there have been any illegal or improper affairs.

Amendments:
The Company reserves the rights, subject to applicable law to amend the terms of this Agreement from time to time as legal requirements may dictate new guidelines may require.

All the terms and conditions of your employment with IAAA Technologies Pvt Ltd will be governed by the rules and regulations, policies, procedures and guidelines of IAAA, which are subject to change from time to time, at the sole discretion of the management, without giving any notice or assigning any reason thereof.

Kindly indicate that you have understood and agreed with our conditions by signing a copy of the attachment to this letter, and returning it to us as possible, as and in any case no later than 5 days after the date of receipt of this offer letter. You will also need to sign and return

the forms to us as soon as possible and at least prior to commencement of your employment.

Document Submission

Background Check:
1) Address Proof
- House Rental Agreement / Electricity Bill/Landline/Ration card/Aadhar Card/DL

2) Identity Proof
- Passport/Voter's ID/ PAN Card/DL

3) Education:
- Highest Degree Certificate & Highest Degree Marks sheets

4) Previous Employment Proof:
- Experience Certificate and Relieving Letter
- Last 3 Salary Slips
- Resignation acceptance letter from current employer.

Joining:
1) Birth Certificate
2) All Educational Mark sheet and Certificates
3) Passport/Voter ID/PAN/DL
4) Previous Employment Certificate, Relieving Letter
5) 3 Passport Size Photos

Annexure 1 :

Salary Break up

Ms Namrata G **Software Engineer**

Fixed Gross Per annum

3,00,000	Particulars	Annual	Monthly	Take Home Salary	
	Basic	150000	12,500	12,500	
	HRA	60000	5,000	5,000	
	Conveyance	19200	1,600	1,600	
	Medical	15000	1,250	1,250	*
	PF Self Contribution	0	-		
	Special Allowance	55800	4,650	4,650	
		300000	25,000	25,000	
	Less	TDS			**
		PT		200	
				24,800	

* annually medical bills have to be submitted @ 1250 per month
** TDS wil depend on 80C savings, rent, housing loan etc.

15-513
CSE-B

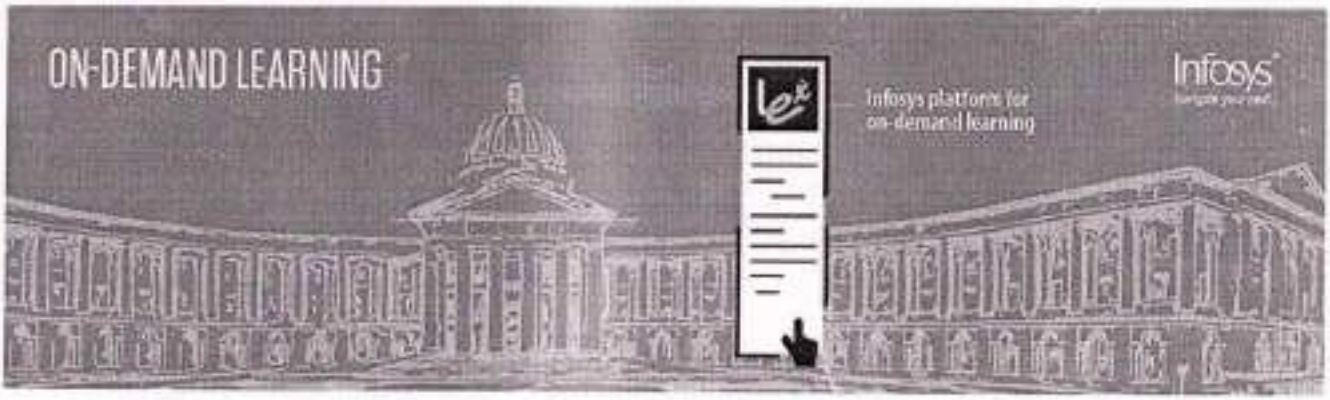
Gmail

swamy teja <swamyteja00@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Varcha@infosys.com> Wed, Jan 30, 2019 at 4:03 PM
To: "swamyteja00@gmail.com" <swamyteja00@gmail.com>, "swamyteja737@gmail.com" <swamyteja737@gmail.com>



Dear Gummi ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. Lex is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** swamyteja00@gmail.com
- **Password: m_yYZRBc**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)
VP - Talent Acquisition

Infosys Limited

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15-573

Infosys
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HRD/3T/19-20/12927210

Mr. Gummi Swamy Teja
Candidate ID: 12927210
7-123
Musleem Streeet,Chintalapudi
Chintalapudi - 534460
Andhra Pradesh
India
Ph: (91) 94946 54704

September 5, 2019

Dear Gummi,

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

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:16:45 +05:30
Reason: Offer Letter
Location: Bangalore

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HRD/3T/19-20/12927210

September 5, 2019

Mr. Gummi Swamy Teja
Candidate ID: 12927210
7-123
Musleem Streeet,Chintalapudi
Chintalapudi - 534460
Andhra Pradesh
India
Ph: (91) 94946 54704

Dear Gummi,

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 **October 14, 2019.**

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, 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 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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Navigate your next

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 name Location

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

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Gummi Swamy Teja**
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)	12,000 (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. Gummi Swamy Teja**
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 (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an 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)	12,000 (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

154810575

Gmail

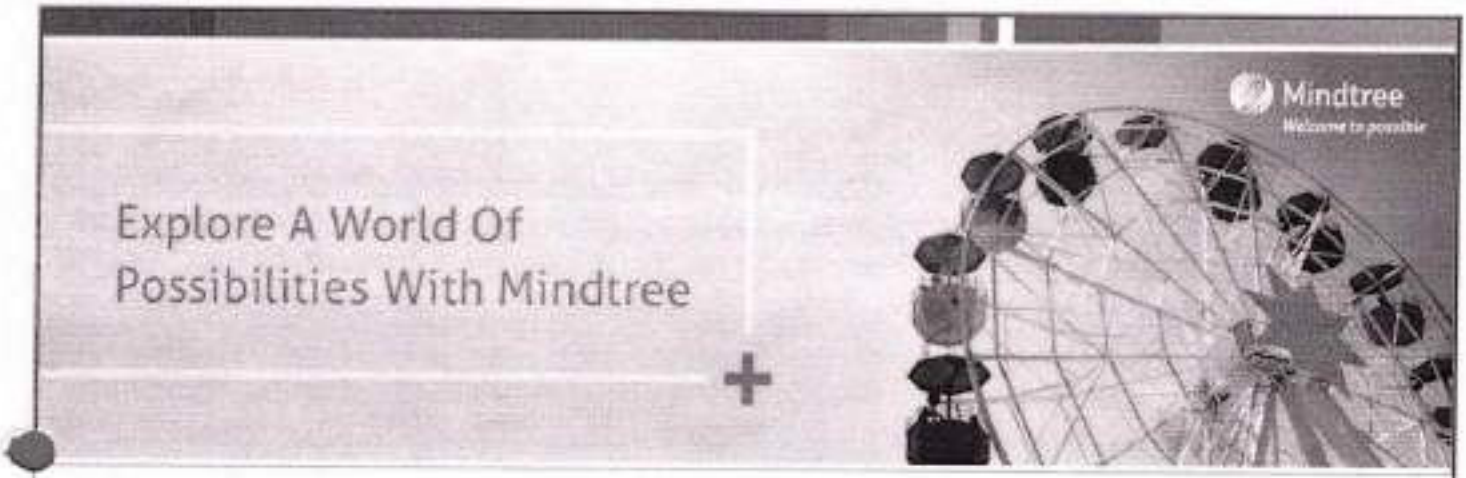
Sri Harsha <kota.harsha422@gmail.com>

Mindtree Offer Letter

3 messages

Campus@mindtree.com <Campus@mindtree.com>
To: KOTA.HARSHA422@gmail.com

Fri, Feb 8, 2019 at 3:29 PM



Dear Harsha K S S S,

Mindtree strives to be a leader in using digital technologies in everything we do, and this helps us in building a sustainable business. In this regard, please find attached your offer letter. This takes us to the next level of digital evolution in making a paperless office by implementing digital signature. As a next step, you should be digitally accepting this offer letter for your candidature with Mindtree to be processed further and completing your on-boarding activity.

Wishing you all the very best! Welcome to possible!

Please click here **to view and sign the offer letter**

Regards,
Mindtree Talent Acquisition

http://www.mindtree.com/emaildisclaimer.html

Sri Harsha <kota.harsha422@gmail.com>
To: ndveerlasandhya@gmail.com

Tue, Feb 12, 2019 at 1:57 PM

[Quoted text hidden]

4 attachments

noname
161K

noname
7K

noname
161K

 1548IA0575

Gmail

Sri Harsha <kota.harsha422@gmail.com>

Congratulations! You are now an Internshala Student Partner :)

Internshala Student Partner <isp-hiring@internshala.com> Sun, Mar 3, 2019 at 3:41 PM
Reply-To: Internshala Student Partner <isp-hiring@internshala.com>
To: kota.harsha422@gmail.com

Hey Harsha K S S S,

We are thrilled to let you know that you have been selected for Internshala Student Partner 13 program.

Welcome to the league of extraordinary college students who have the power to create a difference in the lives of students across the world! In the next 70 days, you are going to make great strides towards your understanding of online marketing and offline branding.

First things first, mark out the checklist to get started with the ISP 13 program -

- [ ] Fun stuff - **Invitation to live Orientation of ISP 13**
  - We will go live on Facebook and Youtube. Woohoo!
  - In the live video, we will teach you what you will do in the next **10 days** and how you can earn rewards worth INR 25 lacs+ and also win One Plus 6T, Google Mini, Netflix subscription and many more rewards
- [ ] Save the date - Live Orientation on **4th March 2019, 7:00 pm.**
  - Join the Facebook group and Instagram account
  - Subscribe to our YouTube channel
- [ ] Work stuff - **ISP 13 Joining Letter**
  - Download your Joining letter here
  - If your name mentioned in the letter is incorrect, don't worry! Kindly fill this form and we will soon send you a new joining letter

15-577
S-B

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182423673/Hyderabad
Date: 09/10/2018

Mr. J V N Sai Kumar Maturi
4/319,
Godugupeta,
Machilipatnam-521001,
Andhra Pradesh.
Tel# -

Dear J V N Sai Kumar Maturi,

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. 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 48 hours, 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 issued 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.

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Tata Consultancy Services Limited
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**J V N Sai Kumar Maturi**
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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TATA

Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**

The Retainer/Consultant 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. The Retainer/Consultant 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**

The Retainer/Consultant 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**

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**

The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**

TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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TATA

9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Ref: TCSL/CT20182423673/1186783/Hyderabad
Date: 18 April 2019

MR. J V N SAI KUMAR MATURI
4/319 null,
Godugupeta, Machilipatnam,
Andhra Pradesh-521001.
Tel# 919100609897

Sub: Joining Letter

Dear Mr. J V N Sai Kumar Maturi,

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 2019** and your training location is **Ahmedabad** . We are pleased to inform you that your work location is **Hyderabad** and your stream is **EAS** . 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
IT/ITES SEZ,,
PLOT # 41,Gandhinagar,Gujarat,
Ahemdabad, Gujrat-382009.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Vineet Yogeshbhai Kakkad
Phone: 07961707188
Email Id: vineet.kakkad@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 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

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000** . Your incentive will be given along with your salary , provided you:

- Join the organization on the specified date.

- Serve Minimum tenure (12 months from the date of joining) with the organization.

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

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

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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

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Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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15-577

Payslip
NOV 2019

TATA
TATA CONSULTANCY SERVICES

MR. J V N Sai Kumar Maturi

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1646575			Bank Name	AXIS Bank						Location	Adibatla-Unit 2
Grade	Y	UAN	XXXXXXX5746	Acc No.	XXXXXXX4529						Base Br.	TCS - Hyderabad
PAN	XXXXXXX144P			Days paid	30						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	2905704

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00		
Personal Allowance		7,570.00		
Miscellaneous		2,200.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		27,200.00	Total Deductions	1,424.00

Net Pay (INR)	25,776.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,18,037.00	Net Tax Income r/o	2,48,320.00	80C	13,546.00
Deductions under Sec 16	52,400.00	Total Tax Payable		80D	3,776.00
Chapter VIA relief	17,322.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Your food card entitlement for the month of NOV 2019 is Rs. 500.00 and the same will be credited to your food card .

Payslip generated on : 9 Dec 2019 15:25:05

15481A0580

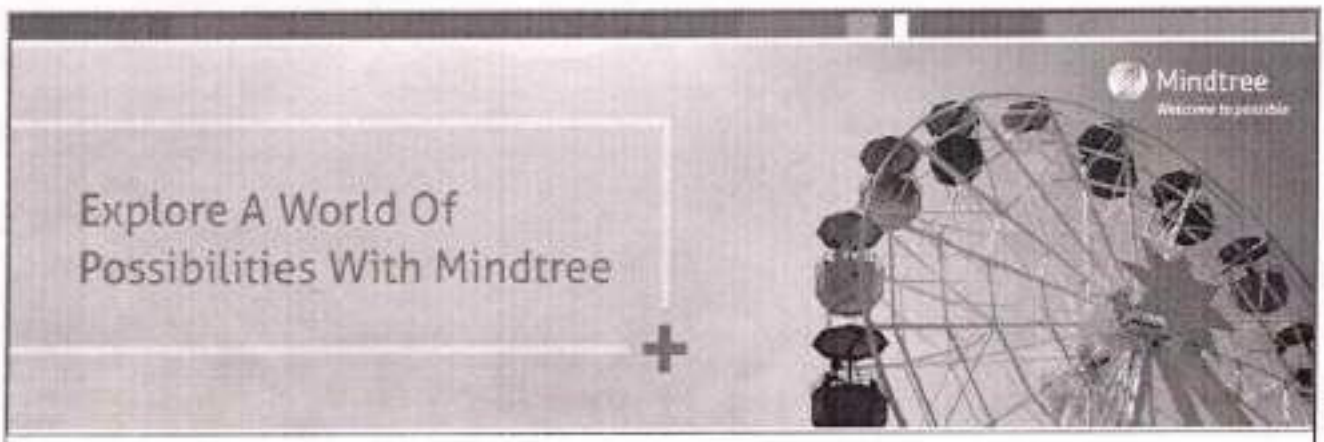
Gmail

visishta kagitha <vissivisishta.123@gmail.com>

Mindtree Offer Letter

1 message

Campus@mindtree.com <Campus@mindtree.com> Fri, Feb 8, 2019 at 3:30 PM
To: VISSIVISISHTA.123@gmail.com


Mindtree
Welcome to possible
Explore A World Of
Possibilities With Mindtree

Dear Kagitha Visishta,

Mindtree strives to be a leader in using digital technologies in everything we do, and this helps us in building a sustainable business. In this regard, please find attached your offer letter. This takes us to the next level of digital evolution in making a paperless office by implementing digital signature. As a next step, you should be digitally accepting this offer letter for your candidature with Mindtree to be processed further and completing your on-boarding activity.

Wishing you all the very best! Welcome to possible!

Please click here to view and sign the offer letter

Regards,
Mindtree Talent Acquisition

http://www.mindtree.com/email/disclaimer.html

15-580

Mindtree

Mindtree Ltd-India
Bangalore
Pay-Slip for the month of April 2020

Emp No. : 01053708	PF No. : BG/MND/24470/109490
Name : Kagita Vinishta	Department : FRAC
Competency : C1	Emp Status : Active

Earnings	Rs	Deductions	Rs	Other Details	
Basic Salary	15,000.00	Ee PF contribution	1,800.00	Present Days	: 30.00
House Rent Allowance	7,500.00	Prof Tax - split period	200.00	Date of Joining	: 29.06.2018
Special Allowance	147.00	Rounding off adjustment	0.48	Date of Birth	: 24.07.1997
Other Pmts Taxable	500.00	Sec 80D Mediclaim Ded	150.00	Standard Days	: 30.00
Bonus (Monthly)	3,500.00			Location	: Bangalore
Recovery of round off am	0.48			PAN No.	: INRPK8413D
				UAN No.	: 101319815369
Total Earnings	26,647.48	Total Deductions	2,150.48	Net Salary Rupees	24,497.00

Payment Method: Bank Transfer, Account Number: 091801506595, Bank Name: ICICI Bank

This is my Money. I earned it by doing my best for our customers.

This is a computer generated statement and does not require signature and company seal.

Mindtree

INCOME TAX CALCULATION

Particulars	Cummulative Total	Add:Projected	Less:Exempted	Annual. Rs.
Basic Salary	15,000.00	165,000.00	0.00	180,000.00
House Rent Allowance	7,500.00	82,500.00	0.00	90,000.00
Special Allowance	147.00	1,617.00	0.00	1,764.00
Other Pmts Taxable	500.00	0.00	0.00	500.00
Bonus (Monthly)	3,500.00	0.00	0.00	3,500.00
Add. Value of Perquisites under sec 17(2)				0.00
TOTAL INCOME				275,764.00
Less: Standard Deduction				50,000.00
Add: Income received from Previous Employer				0.00
NET TAXABLE INCOME				225,764.00
Less: Prof.Tax recovered by Previous Employer				0.00
Less: Prof.Tax recovered by Current Employer				2,400.00
Add: Other Taxable Income Reported by the Employee				0.00
GROSS TAXABLE INCOME				223,364.00
Less: Medical Insr Premium (Non-Senior Ctz)				150.00
Less: Other Deductions				21,600.00
INCOME CHARGEABLE TO TAX (Rounded Off)				201,614.00

INCOME TAX DEDUCTION

INCOME TAX PAYABLE	0.00
Add: Surcharges on Income Tax	0.00
Add: Health and Education Cess	0.00
TOTAL INCOME TAX & S/C & CESS PAYABLE	0.00
Less: I.Tax & S/C Paid by Previous Employer	0.00
Less: TDS on Other Income	0.00
I.Tax & S/C & Cess to be recovered (Rounded Off)	0.00
I.Tax & S/C & Cess recovered till this month	0.00
Balance I.Tax & S/C & Cess to be recovered	0.00
Avg.Monthly I.Tax & S/C & Cess to be recovered	0.00

INVESTMENT DETAILS DECLARED

Provident Fund	21,600.00

This is a computer generated statement and does not require signature and company seal.

Mindtree

[illegible]

Name of the Employee: [illegible]
Employee ID : [illegible]
Date of Joining : [illegible]
Designation : [illegible]
Department : [illegible]
Location : [illegible]

Electronic Payslip for the year [illegible]

Details	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Monthly Eligibility	[illegible]												[illegible]
Total Eligibility	[illegible]												
Pay Slip Items													
Basic Salary	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]
Total Pay	[illegible]												[illegible]
Pay Slip Item Total	[illegible]												[illegible]
Reimbursements													
Car Fuel	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]
LTA	[illegible]												[illegible]
Conveyance & Food Exp	[illegible]												[illegible]
Meal Card	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]
Foreign Travel	[illegible]												[illegible]
Income Total	[illegible]												[illegible]
Deduction Pay													
Car Lease	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]
Deduction Pay Total	[illegible]												[illegible]
Gross Paid Amount	[illegible]												[illegible]
[illegible]	[illegible]												[illegible]

This is a computer generated statement and does not require signature and company seal.

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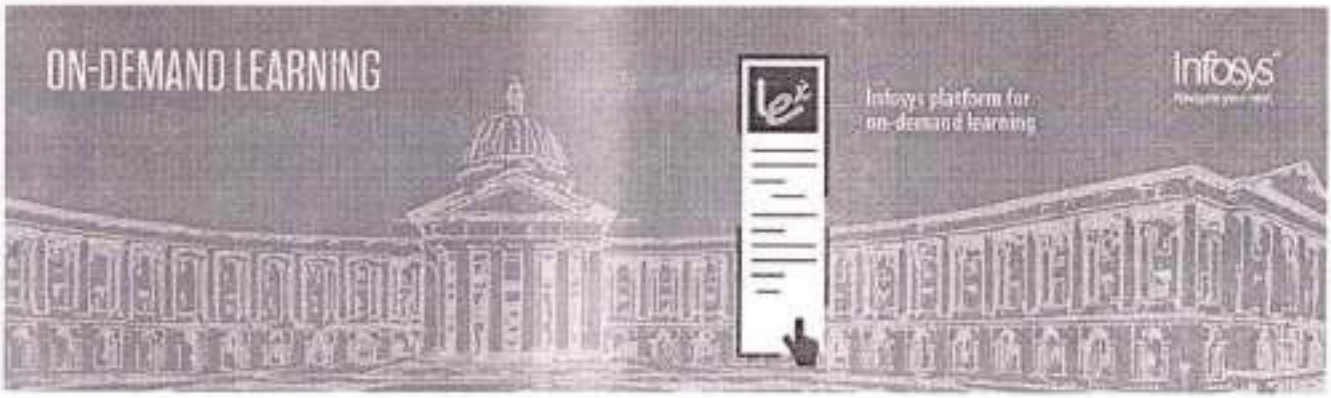
Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: kmansarma1997@gmail.com <kmansarma1997@gmail.com>, manohar582@outlook.com <manohar582@outlook.com>

Thu, 31 Jan 2019 at 10:56 am



Dear Kallakuri ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** kmansarma1997@gmail.com
- **Password: FrJwNHrE**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

Copyright © 2014 Infosys Limited

15481A0585 S-B

Gmail

kandra tejaswini <tejaswinikandra111@gmail.com>

Mindtree Offer Letter between Mindtree Limited and Kandra Tejaswini is Signed and Filed!

Mindtree Limited <echosign@echosign.com> Fri, Feb 8, 2019 at 7:07 PM
Reply-To: Mindtree Talent Acquisition Team <campus@mindtree.com>
To: Mindtree Talent Acquisition Team <campus@mindtree.com>, Kandra Tejaswini <tejaswinikandra111@gmail.com>
Cc: "vinay.ramesh@mindtree.com" <vinay.ramesh@mindtree.com>

Mindtree | POWERED BY Adobe Sign

Mindtree Offer Letter between Mindtree Limited and Kandra Tejaswini is Signed and Filed!

From: Mindtree Talent Acquisition Team (Mindtree Limited)
To: Mindtree Talent Acquisition Team and Kandra Tejaswini

Cc: vinay.ramesh@mindtree.com

Attached is a final copy of **Mindtree Offer Letter**.

Copies have been automatically sent to all parties to the agreement.

You can view the document in your Adobe Sign account.

Why use Adobe Sign:

- Exchange, Sign, and File Any Document. In Seconds!
- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.

Mindtree Limited

To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.

Mindtree Offer Letter - signed.pdf
337K

15-585

Mindtree Ltd - Candidate ID to complete the Wufoo Form - June 29th 2019 Batch

1 message

Campus <Campus@mindtree.com>
To: tejaswinikandra111@gmail.com <tejaswinikandra111@gmail.com>

Fri, 24 May, 2019 at 5:50 PM

Dear Tejaswini Kandra,

Greetings from Mindtree.

We take pleasure to inform you about your Joining Date with us.

Joining Date with Mindtree	**June 29th 2019, Saturday**
Joining Location	**Bhubaneshwar - Mindtree Kalinga**

We suggest you to complete the Yorbit courses which are mandatory for your onboarding. Please note incompletion or partial completion of Yorbit courses will not be considered for your onboarding.

Also, you should complete the Degree which you are now pursuing without any backlog at the time of joining with us.

As we are preparing for your on-boarding on **June 29th 2019** (Joining Date), kindly ensure to fill up the Wufoo forms - Campus Mind Data & Travel Data (will be shared in subsequent mail)

Candidate ID to fill in the form – 80010375

Regards

Mindtree Campus Talent Acquisition Team

http://www.mindtree.com/email/disclaimer.html

15-585

Mindtree

Mindtree Ltd
Bangalore
Pay-Slip for the month of February 2020

Emp No. : 01093536	PF No. : BG/MRD/24470/109451
Name : Tejaswini Kandra	Department : PRAC
Competency : C1	Emp Status : Active

Earnings	Rs	Deductions	Rs	Other Details	
Basic Salary	15,000.00	Ee PF contribution	1,800.00	Present Days	: 29.00
House Rent Allowance	7,500.00	Prof Tax - split period	200.00	Date of Joining	: 29.06.2019
Special Allowance	147.00	Rounding off adjustment	0.18	Date of Birth	: 19.03.1998
Bonus (Monthly)	3,500.00			Standard Days	: 29.00
Recovery of round off am	0.18			Location	: Bangalore
				PAN No.	: FUCPK7105M
				UAN No.	: 101519815119
Total Earnings	26,147.18	Total Deductions	2,000.18	Net Salary Rupees	24,147.00

Payment Method: Bank Transfer, Account Number: 028401527371, Bank Name: ICICI Bank

This is my Money. I earned it by doing my best for our customers.

This is a computer generated statement and does not require signature and company seal.

15-590

ValueLabs

Ref: VLI/7359/A1/20

March 19, 2020

Mr. Sudeep Kumar Katari
Near H.P Lalitha gas agencies,
Patamata,
Vijayawada, Andhra Pradesh.

Offer Letter

Dear **Sudeep**,

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 **Trainee Software Engineer** and your position will carry a compensation value of **INR 4,00,000 (INR four lakhs only)** per annum.

We would have the offer open until ***March 26, 2020*** and prefer you to join us on or before ***March 26, 2020***. Please note that if you do not confirm your acceptance or we are unable to set an alternate date of joining, this offer shall be withdrawn. Your association and employment will be governed by the various employee related policies and guidelines of the organization.

On your joining day, we will require you to submit the various documents for our records, as mentioned in the list enclosed. Please return the signed duplicate copy of the letter to confirm your acceptance.

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.

As much as your association with ValueLabs will be governed by the terms of offer made in this letter, it will be also guided by the core values and beliefs of our organization cherished over the last many years. While welcoming you to ValueLabs we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen ValueLabs.

Yours sincerely,

for ValueLabs Solutions LLP,

Anusha Mandavilli
SVP – Human Resources

Accepted Signature:_____

ValueLabs

Compensation structure:

NAME:	Sudeep Kumar Katari	Band:	A1
DESIGNATION:	Trainee Software Engineer		

	STRUCTURE		
	Description	**Amount (per month)**	**Amount (per annum)**
A.	**FIXED COMPONENTS:**		
	Basic	10000	120000
	HRA	4000	48000
	Statutory Bonus	583	7000
	Medical Allowance	6000	72000
	Conveyance Allowance	6000	72000
	Skill Allowance	4469	53628
B.	**FLEXIBLE BENEFIT PACKAGE:**		
	Leave Travel Allowance		
	Children Education Allowance (Indicate the no. of children)		
	Hostel Expenditure for children		
C.	**RETIRAL BENEFIT**		
	PF	1800	21600
	ESI	0	0
	Gratuity as per "The payment of Gratuity Act, 1972"	481	5769
D.	**INCENTIVE COMPONENT**		
	Fixed Incentive		
	Performance Linked Incentive		
E.	**OTHER BENEFITS**		
	Medical Insurance– **INR. 1,00,000/- per annum**		
	Life Insurance– **INR. 7,50,000/-**		
	Sub Total of A+B+C	**33333**	
	Total Annual compensation		**400000**

ValueLabs is one of the very few IT companies who have provided the employees the privilege of deciding the components of the salary within the given framework. The concept of flexible benefit package is one of the best practices of the industry.

As the name, clearly indicated flexible benefit package allows an employee to fix up his / her own allowances keeping his / her commitments, income tax deductions in mind. However, there are policies and procedures laid down for each of the allowances.

Our payroll coordinator will help you to fix up the flexible benefit package on the day of joining. Please refer to the attached employee benefits and documents check list.

Remember YOU are the owner of fixing up your own flexible benefit package.

Yours sincerely,

for ValueLabs Solutions LLP,

Anusha Mandavilli
SVP – Human Resources

Received the letters and accepted the salary structure, as above

Accepted signature:_____

ValueLabs Solutions LLP
H-06 Building, Phoenix Infocity Pvt Ltd., IT/IES Special Economic Zone Hitech City 2
Behind Dell Campus, Gachibowli Village, Hyderabad – 500081
www.valuelabssolutions.com

15-390

ValueLabs

Emp Name	:Sudeep Kumar Katari	Location :VL SOL_SEZ UNIT-1_Hyderab	Company cd :ValueLabs Solutions LLP
Emp Id	:00305404	Department :SD	Emp group :Permanent
Pay period	:01.04.2020 - 30.04.2020	Pay area :ValueLabs Solutions	Emp subgrp :Band A1
PF Number	:XX/XXX/999999/999999	ESI Number :	PAN :AAAAA9999A
Position	:Trainee Software Engineer	UAN Number :	

Transfer date	Account No.	Amount ==	Earnings --	Deductions ++	Adjustment	No of Working days
30.04.20	6306015700069	34,403.00	36,428.00	2,025.00	0.00	30.00

Earnings		Deductions		Perks/Other income/Exemptions/Rebates	
Basic Salary	10,000.00	Ee PF contribution	1,800.00	Agg of Chapter VI	21,400.00
House Rent Allw_Non Metr	4,000.00	Professional Tax	200.00		
Statutory Bonus	583.00	Corpus Fund	25.00		
One-time Bonus	5,376.00				
Skill Allowance	4,469.00				
Conveyance Allowance	6,000.00				
Medical Allowance	6,000.00				
Total	36,428.00	Total	2,025.00		

Take Home Pay	34,403.00

Perk Details	Any Other income	Sec 10 Exemption	Form 16 Summary	
			Gross Salary	378,002.75
			Balance	378,003.00
			Std Deduction	50,000.00
			Exment tax (Prof Tax	2,400.00
			Aggrg Deduction	52,400.00
			Incm under Hd Salary	325,603.00
			Gross Tot Income	325,603.00
			Agg of Chapter VI	21,400.00
			Total Income	304,003.00
			Tax on total Income	2,700.15

 K. Sarath Teja
154181A0591

Gmail

sarathteja katta <kattasarathteja2222@gmail.com>

Letter of Intent - Katta Sarath Teja - Ref. No.: 8437809

1 message

careers@wipro.com <careers@wipro.com> Sat, Jan 12, 2019 at 7:00 AM
To: kattasarathteja2222@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

January 12, 2019

Dear Katta Sarath Teja,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	500
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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

15-591

M

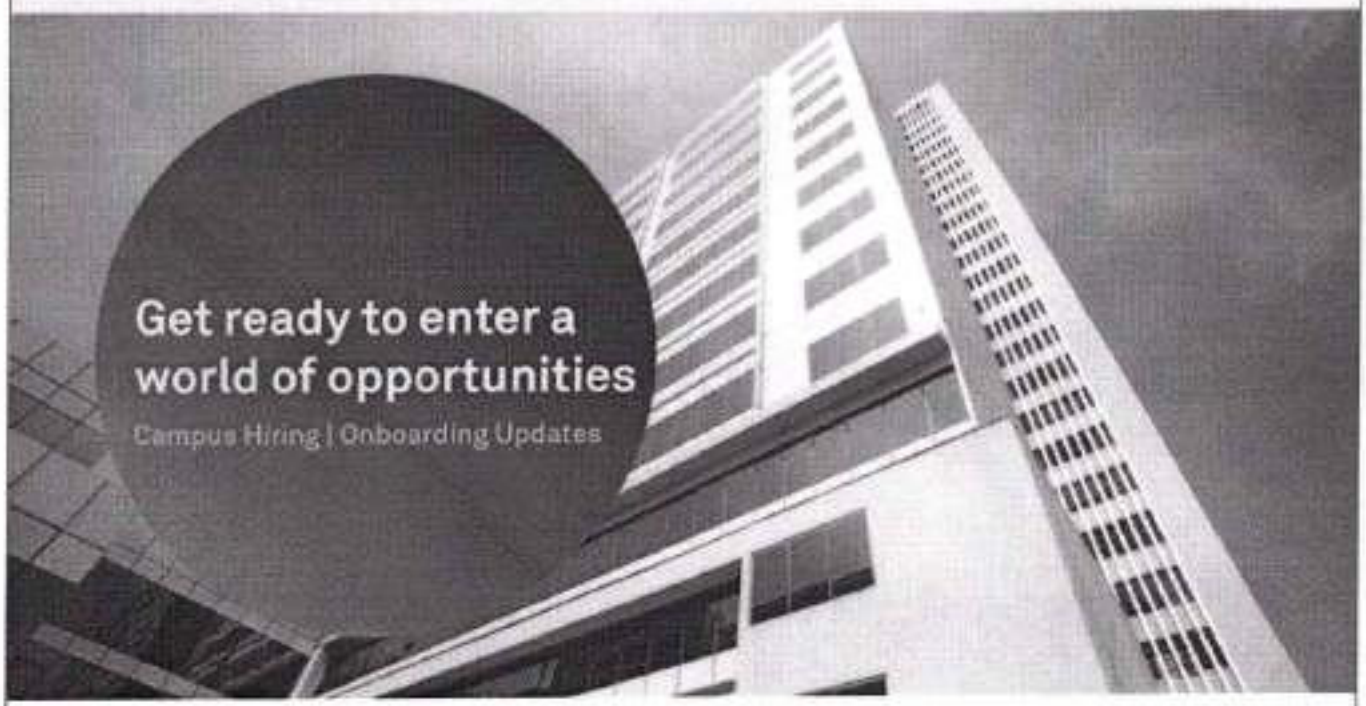
WIPRO - Campus Hiring | Onboarding Updates

1 message

<manager.campus@wipro.com>
To: kattasarathteja2222@gmail.com

Thu, 16 May, 2019 at 2:25 pm

wipro



Welcome to Wipro | Pre- Onboarding Day – 28th May 2019

Dear **KATTA SARATH TEJA**

Resume Number: **8437809,**

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

We are pleased to inform you that your effective date of joining will be 3rd June 2019 upon successful completion of the required joining formalities.

For the completion of your joining formalities, you will be required to report on 28th May 2019 as per the details mentioned below. Your joining location and initial induction session will be held in Visakhapatnam.

After completion of your training, your posting location will be Hyderabad.

Reporting Date	Reporting Time	Reporting Location	Contact Person
28th May 2019	8:00:00 AM	Wipro Limited, Rama Talkies Rd, near Old TB Hospital Area,Seetamma Peta,Visakhapatnam, Andhra Pradesh 530013	Kranti sree
No location change request will be accommodated as it is strictly based on business requirement.			

Please confirm your presence within 5 days from the receipt of this email by clicking on the tab below.

Please click here to confirm your presence

Your eligibility Criteria –

10th	12th	Graduation	Post-Graduation
60%	60%	60%	-

Please ensure that the scanned copy of ALL the documents (communicated earlier) have been uploaded via https://synergy.wipro.com/campus/cd/prior.

For any queries/ clarifications, please reach our desk support team on our toll free number **1800 103 4678** between 8:30 AM to 6 PM IST.

You may also reach manager.campus@wipro.com wherein you will be responded to within 2 working days. Kindly use your resume number in every communication.

We look forward to meeting you soon.

The world of endless opportunities at Wipro awaits you!

Regards,

Global Campus Hiring Team
Wipro Limited

Wipro does not charge any fee at any stage of the recruitment process and has not authorized agencies/partners to collect any fee for recruitment. If you encounter any suspicious mail, advertisements or persons who offer jobs at Wipro, please do let us know by contacting us on helpdesk.recruitment@wipro.com.

wipro.com

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15-591

Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR : MAY 2020
EMPCODE : 20087745
NAME : KATTA SARATH TEJA
GENDER : MALE
DESIGNATION : Test Engineer
LOCATION : HYDERABAD
MODE : BANK

ATTD : 31
PF NO. : PYBOM/11394/1576392

UAN NO.: 101472828485
A/c No.: HDFC - xxxxxxxxxx7099
NETPAY : 22423

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00	PT	200.00
HRA	5834.00	0.00		
TOTAL:	24688.00	0.00	TOTAL	2265.00

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)

15-592

Dear Katta Venkata Vivek ,

Congratulations! We are pleased to confirm your joining at Atos Syntel as per the details mentioned in this email.

As we welcome you to be a part of Atos Syntel, we request you to kindly go through the details and guidelines on the joining formalities to ensure that you have a smooth on-boarding experience with Atos Syntel.

Date of Joining: 17th February 2020, Monday

Reporting Time: 9:00 AM

Dress Code: Business formals
Joining Location: Chennai
Work Location Address:
Atos Syntel Pvt. Ltd.
Atos SYNTEL Pvt. Ltd., SEZ Unit,
Plot. H7 & H8, SIPCOT IT Park,
Siruseri, Chennai – 603103

Syntel Private Limited

Unit No 112 Seepz

Andheri (East)

PAYSLIP FOR THE MONTH OF APRIL 2020

EMP NO	[illegible]	PF NO	[illegible]
NAME	Venkata Vivek Kalla	PAY GROUP	SPI
DESIGNATION	Associate Consultant	ESI NO	
UAN	[illegible]		

EARNINGS	Rs	DEDUCTIONS	Rs		
Basic New	15033.00	Provident Fund	1800.00	COST CENTRE	
Statutory Bonus	2400.00	Professional Tax	208.00	DATE OF JOINING	17/02/2020
HRA Fixed	9017.00	Samarpan Syntel Emp Welfare	50.00	DATE OF BIRTH	[illegible]
Adjustable Allowance	9083.00			STANDARD DAYS	30
				DAYS WORKED	30
				LOCATION	Chennai
				PAN	[illegible]
				RESIDENTIAL STATUS	ROR
				PAYMENT	BANK TRANSFER
				BANK	ICICI
				A/C No	[illegible]
Total Earnings Rs	26033.00	Total Deductions Rs	2058.00	Net Payment Rs	24475.00

Note:

Thu Apr 30 20:09:04 IST 2020 Please Send Your Queries to info@excelglobal.com

This document contains confidential information. If you are not the intended recipient you are not authorized to use or disclose it in any form. If you have received this in error please destroy it along with any copies and notify the sender immediately.

15-595

Atos Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Kollipaka Venkata Manikanta Sai,

Syntellect ID: SBE1902858

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

K.V. Harikanth Sai

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Kollipaka Venkata Manikanta Sai			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

15-598

GeekyAnts

Internship Offer Letter

Date: 14th December 2018
Ref No : Ref/GA/BLR/18/12/0019

Dear **Konakanchi Venkata Suresh Babu,**

It is our pleasure to offer you Internship as a **Software Engineer - Intern** (hereinafter referred to as "Intern") at Sahu Soft India Private Limited (hereinafter referred to as "GeekyAnts and/or "Company"). In this position, you will directly report to Kumar Sanket (Founder & CEO) beginning 14th January 2019. You will be under an internship period of 5 months from the date of joining, where your performance will be closely monitored. Based upon your performance during the internship period, GeekyAnts may offer you an employment with the company. In this respect, you are required to sign standard terms and condition of Internship as detailed in **Annexure A** and a Confidentiality Agreement as detailed in **Annexure B**.

Your stipend during the internship will be as follows:

- Monthly Stipend – Rs.18,500/-
- Your Monthly stipend will have a standard monthly food deduction of Rs.1,500/-

Post your internship if you are offered an employment with the organisation your remuneration package (CTC) will be as detailed in **Annexure C**.

Offer of Employment:

During your internship your performance will be closely monitored by GeekyAnts and based on your performance GeekyAnts reserves the right to either offer you an employment or not. But if you are offered an employment then you will be compulsorily bound to accept the offer of employment from GeekyAnts subject to the Indemnity Clause mentioned below.

Indemnity Clause:

GeekyAnts will be investing considerable sums of money in training and enhancing the skill sets of the Intern. In consideration of the training and enhancement of skill-sets that the Intern will receive from the Company, the Intern agrees to serve the employment of the Company, (if you receive an offer of employment with GeekyAnts) for a minimum period of 24 months from the date of execution of Employment Agreement after the Internship.
Accordingly, if the Intern / Employee (i) fails to complete the Minimum Term; and/or (ii) fails to perform his/her obligations under the Employment Agreement, the Intern / Employee shall pay the Company a sum of Rs.2,50,000/- (Rupees Two Lakh Fifty Thousand only) as liquidated damages suffered by the Company thereof.

GeekyAnts

Please note that this offer is contingent upon satisfactory personal references and background check being obtained. We reserve the right to withdraw our offer, if personal references and/or background check information are not provided or the results are deemed unsatisfactory.

Upon joining GeekyAnts, you will be asked to provide, a copy of certificates of your educational qualifications, Birth Certificate, PAN, valid passport, acceptable employment visa or Certificate of Naturalization or Citizenship.

Your Response

We look forward to welcoming you into the GeekyAnts family shortly. If you wish to accept this offer, please sign where indicated below and return a scanned copy of the complete letter to us within 2 days from the date of the offer. This offer will expire and have no further effect if you do not accept it within stipulated time.

This letter contains all of the terms of your offer and supersedes any prior communications relating to this.

To confirm your acceptance of this, please sign below and send scanned copy at hr@geekyants.com through which you have received the offer letter.

Please contact us should you require any further discussion or clarification.

Sincerely

or SAHU SOFT INDIA PVT. LTD.

Director

Kumar Pratik

(Director)

I accept as it stands

(Signature)

Konakanchi Venkata Suresh Babu

Date: 14th December 2018

GeekyAnts

Annexure-A: Internship Terms & Condition

1. Code of Conduct

a) You should be present in the Office on all the working days as per the company working hours prescribed.

b) Any delay / deviation in adhering to the timings are to be intimated to your Manager or HR. Not adhering to which may be considered as extra/under working or salary deduction as per the Manager's instructions.

c) No leave will be permitted during the training period unless agreed upon, with a written approval from the Manager.

d) Absence from duty continuously for 5 (Five) working days, without the consent of the Manager would be considered as termination unless approved by the Manager concerned.

e) During the period of your training if applicable, you will work honestly, faithfully, diligently and efficiently for the growth of the Company.

f) You will adhere to all the Company Policies.

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, the Company reserves the right to send you on training /deputation / secondment / transfer / assignments to sister companies, associate companies, client's locations or third parties whether in India or abroad.

You shall, only at the request of the Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

3. Termination of Internship

a) During your engagement with GeekyAnts, either you or GeekyAnts can terminate the appointment by giving 7 calendar days written notice. Upon successful completion of your internship period, notice period will be increased from 7 calendar days to 60 calendar days written notice. No notice or payment in lieu thereof shall be payable by GeekyAnts when the traineeship is discontinued / terminated on account of any misconduct. This will be subject to the indemnity clause mentioned in your offer letter.

b) Unauthorized absence or absence without permission from duty for a continuous period of 5 days would make you lose your lien on internship. In such case your internship shall automatically come to an end without any notice of termination. And you will become liable for payment to the company (if any) as per the indemnity clause mentioned in your offer letter.

c) You will be governed by the Company's laid down Code of Conduct / Policies and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

4. Leave and Holidays

You will be entitled to Leave as per the company's rules. Public/Government Holidays are as per the company specified list which will be circulated at the beginning of every calendar year.

5. Statement of Facts

It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

6. Restraints

6.1 Access to Information

Information is available on need-to-know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

6.2 Escalation/Exception Reporting

6.2.1 A set of areas/jobs to be carried out by each function/department will be decided.

6.2.2 For each area/job - a suitable policy will be formulated/evolved.

6.2.3 For every policy - standards of measurement will be laid down.

6.2.4 Goals for year/quarter/month will be periodically reviewed.

6.2.5 Deviation if any with regard to policies or standards will be monitored and brought up for discussion interview meetings if such deviation could wait till review meeting.

6.2.6 Alternatively, if such deviation will pose a threat and if it is not corrected it will be escalated immediately for corrective action jointly agreed upon and it will be implemented as per schedule. If there is any deviation/modification/amendment it will be further escalated to next level.

7. Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing the Company.

8. Smoking

We owe and assure a smoke free environment for our Associates. The entire office premises including conference rooms, lobbies, is declared as No-Smoking Zone.

9. Passwords

Access to our network, development environment and emails is through individuals' password. For security reasons it is essential to maintain confidentiality of the same. If the password is forgotten, the Networking & Communication Group is to be contacted to reset and allow you to use a new password.

10. Unauthorized Software

You shall not install, download, copy, and duplicate any unauthorized or unlicensed software, programs, games, attachments onto your computer systems.

11. Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the Company and also execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i)your commitment to complete the project (ii) your returning to India after completion of the project and serving the Company for a stipulated period).

12. Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Semiconductor chips developed by you during Office time or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute/sign such documents for the purpose of assigning such Intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be protected by you independently of the Company.

13. Jurisdiction

Even though the Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your internship / employment will be the courts in Bangalore, Karnataka, India.

GeekyAnts

14. Retirement

You shall automatically retire from the services of the Company at the age of 65 years and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

15. General

15.1 The above terms and conditions including those in Annexure – A are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

15.2 You certify that there are no outstanding agreements or obligations that are in conflict with the terms of this contract, or that would preclude Intern from complying with the provisions hereof.

15.3 This contract will remain in full force and effect unless otherwise terminated by either party.

15.4 Section headings and titles are for convenience only and shall be of no force or effect in the construction or interpretation of this Contract.

15.5 If any terms of this Contract are deemed to be unenforceable by a court of competent jurisdiction, then such term shall be deemed deleted. The remaining terms shall be construed so as to give maximum lawful effect to any such deleted terms.

15.6 No waiver by either party of any breach of any provision of this Contract shall constitute a waiver of any other breach of that or any other provision of this Contract.

15.7 Any notices, requests, or demands required or permitted herein, be in writing and e-mailed to the addresses set forth below and provided however that either party may change its address by written notice to the other party.
If to Intern: **konakanchisuresh950@gmail.com**
If to the Company: **hr@geekyants.com**

15.8 In case of any conflict or doubt, please discuss the matter with Mr. Kumar Pratik, to understand the position of the Company and resolve the conflict.

This is to certify that I have gone through wholly and understood all the terms and conditions mentioned in Annexure-A hereby accept and agree to abide by them:

Name in Full: Konakanchi Venkata Suresh Babu

Signature: _____

Date: 14th December 2018
Place: Bangalore

GeekyAnts

Annexure-B: Confidentiality Agreement

Sahu Soft India Pvt. Ltd. with its corporate office at No 18, 2nd Cross, Industrial Area, N S Palya, BTM Layout 2nd Stage, Bengaluru 560076 and registered office at Amgola Road, Opposite Petrolpump, Muzaffarpur, Bihar 842002, represented by its Director Mr. Kumar Pratik, (Hereinafter referred to as 'the Company', which expression shall mean and include his heirs, executors, administrators and assignees),

And,

Mr. Konakanchi Venkata Suresh Babu, Son of Mr. Konakanchi Venkatrao, aged about 20 years (Hereinafter referred to as the 'intern' or 'employee' unless context otherwise requires)

WHEREAS

A. The Company is an entity engaged in the business of providing software solutions, services and other related activities at various places both within and outside India.

B. The Intern has been appointed to the services of the Company designated as Software Engineer – Intern vide an Offer Letter dated 14-01-2019 ("Offer Letter") executed with the Company (as may be amended from time to time).

C. The company requires to protect its own and its clients' interests. Therefore, in consideration of the mutual promises, terms, covenants, and conditions set forth herein, it is hereby agreed between the Company and the Intern as follows:

AGREEMENT

1. CONFLICT OF INTERESTS

1.1. As an Intern of the Company you will work exclusively for The Company and shall not take up any independent or individual/group assignments (whether the same is part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of the Company.

1.2. As an intern of the Company you shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services which are or shall be in conflict with the interests of the Company.

1.3. The Conflict of Interests Policy also refers to non-installation of any unauthorized or illegal accessories/software like messengers, chatting software or any malicious software, which may cause problems to the functioning of the Laptop/development of software and strictly adhere to the software's provided by the company only. If there is damage on account of this the intern will be personally liable for the same.

1.4. Office has designated visiting area (Ground Floor of the Bangalore Office Premises) you should meet with all your visitors in designated visiting area of the office premises. Visitors are not allowed in the development area (First and Second Floor of the Bangalore Office Premises) unless pre-approved by the Management Team (Directors of the company). As an intern you shall ensure that you neither bring visitor nor provide them, direct or indirect access to the developer area of the company.

1.5. The Conflict of Interests Policy also refers to the need on your part, during your internship and for a period of Twenty Four Month from the cessation of your internship with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to:

1.5.1. Directly or indirectly solicit or induce business from any client or customer of the organization (including any potential client of the company) that was contacted, solicited, or served by you or about which you received confidential information while you were intern by the company. Neither you will perform services or accept any business, competitive with that of the company, directly or indirectly from any of the customers and clients described above, which involves you performing similar functions or acting in a similar capacity as when intern with the company.

1.5.2. Solicit, induce or encourage 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.

1.5.3. Solicit, induce or encourage any employee / interns of the Company to terminate their employment / internship with the Company or to accept employment / internship with any competitor, supplier or any customer with whom you have a connection.

1.5.4. Solicit, induce or encourage any existing employee / intern to become associated with, or perform services of any type for any third party.

2. NON-DISCLOSURE AND PRIVACY

2.1. In consideration of the opportunities, training and access to new business ideas, know-how, and methodology will be made available to you, you will be required to comply with the confidentiality policy of the company.

2.2. At all times during and subsequent to the term Internship, Intern agrees to keep in strictest confidence and trust all Confidential Information and to take all reasonable precautions to protect against its disclosure or misuse. Without prior written consent of the Company, Intern will neither use any Confidential Information other than for the sole benefit of the Company for performance of duties in connection with the Internship, nor disclose any Confidential Information except to the Company with a need to know for purposes of performing the services during the Internship. Subject

Information which Intern establishes by written evidence: (i) is in the public domain by reason of prior publication not directly or indirectly resulting from any act or omission of intern or (ii) was already properly known to Intern (other than in connection with this Internship). Intern understands that the arrangement contemplated by this Contract creates a relationship of confidence and trust between Intern and the Company with regard to Confidential Information.

2.3. Intern agrees that all written and descriptive material, including notes and drawings, however embodied or fixed, received or made by Intern in connection with the Services performed under the Internship or in connection with any Inventions or Confidential Information belonging to the Company, shall be exclusive property of the Company. Intern shall return all such materials to Company upon request, and in any event upon any termination of this Internship.

2.4. Intern shall not disclose in any manner the nature of the services performed under the Internship, the terms of the Internship, or the details of the Projects and/or Clients on which the Intern has worked during the Intership, unless specifically authorized by the Company.

2.5. "Confidential Information" means any information, data, business plans, technical specifications, product information, software code (including source code), trade secrets or know how disclosed or made available during the Internship with the Company, either directly or indirectly, in writing, by electronic means, orally or by inspection of tangible objects (including without limitation documents, prototypes, samples, plants or equipment), which is designated as "Confidential", "Proprietary" or some similar designation, Confidential Information also includes:

2.5.1. information which by its nature and the circumstances of its disclosure should reasonably infer to be confidential or proprietary;

2.5.2. any Inventions;

2.5.3. information relating to the 'company', 'its customers', 'suppliers' or 'partners' or 'interns' or 'employees' or 'contractors';

2.5.4. compilations of data or information concerning the companies' (including its customers, suppliers' or partners' employees or contractors) business, strategy, plans or financial results;

2.5.5. the identities and information of the companies' licensors, licensees, suppliers and customers and the nature of companies' relationships with these licensors, licensees, suppliers or customers;

2.5.6. confidential, proprietary or trade secret information submitted by any third party (including its customers, suppliers' or partners' or employees or contractors) to the company for any project, study, evaluation or any other use; and

2.5.7. any other information not generally known to the public (including information about the companies' operations, products or services or its customers, suppliers'

could adversely affect the business of the company or its customers', suppliers' or partners' employees or contractors.

2.6. Intern shall at all times comply with all confidentiality, privacy and data protection policies of the company, and intern shall protect any personal information that it receives during the Internship. Intern shall use any personal information that it receives in connection with the Internship Agreement only for purposes that are directly necessary to perform its obligations as an Intern of the Company and shall not use such information for any other purpose. Intern shall not damage, alter, lose or destroy any personal information provided hereunder, and shall not disclose, sell, lease, or provide access to such personal information to any third party unless expressly approved by the Company.

2.7. Intern shall give the Company prompt written notice as soon as Intern becomes aware of any breach of its privacy and data protection obligations.

2.8. Intern shall indemnify and hold harmless, and at the Companies option defend, the Company and its directors, officers, affiliates and employees ("Indemnitees") for any third-party claims for damages and/or losses suffered as a result of the breach by Intern of its obligations with respect to the confidentiality and privacy of any personal or Confidential Information as set forth in this Contract.

3. INVENTIONS

3.1. Intern agrees that all discoveries, developments, designs, improvements, inventions, formulae, processes, techniques, algorithms, designs, computer programs, strategies, specific technical know-how, and data, whether or not patentable or registerable under patent, copyright or similar statutes, that are generated, created, conceived, reduced to practice or learned (collectively "created") by intern and agents (or anyone acting on Intern's behalf), either alone or jointly with others and either (i) result from any work performed by the Internship for the Company, or (ii) are created in whole or in part with the use of the companies' equipment, supplies, facilities or Confidential Information, during the period of this Internship which relate in any manner to the business of the Company ("Inventions") are the sole property of the company. "Inventions" include all deliverables or results of Intern's work and documentation of such work. During the term of Internship, Intern will promptly and fully disclose to the company (and to any persons designated by it) all Inventions. The company shall be the sole owner of all rights (including, without limitation, all rights in patents, design rights, registered designs, topography rights and utility models, copyrights, database rights, know-how, mask works, trademarks, trade or business names (including all goodwill associated with any trademarks or trade and business names), rights in the nature of unfair competition rights and to sue for passing off and rights in trade secrets and other confidential information and all other intellectual property rights and other forms of protection of a similar nature or having equivalent or similar effect to any of those that may subsist anywhere in the world (all such rights including the benefit of all registrations of, applications to register and the right to apply for registration of any of the foregoing items, including any extension or renewals thereof) ("Intellectual Property Rights")) in any and all Inventions. In consideration of the sums payable to Intern under the Internship, intern hereby further

cause to be assigned) and does hereby assign to the company with full title guarantee, all Inventions including any Intellectual Property Rights relating thereto (which shall include any future Intellectual Property Rights).

3.2. Intern agrees to assist the company, or its designee, at companies expense, in every proper way to secure the Companies rights in any Inventions and any Intellectual Property Rights relating thereto in any and all countries, including the disclosure to the company of any and all pertinent information and data with respect thereto, the execution of all applications, specifications, oaths, assignments and all other instruments that the company may deem necessary in order to apply for and obtain such rights and in order to assign and convey to the company, its successors, assigns and nominees the sole and exclusive right, title and interest in and to such Inventions and any Intellectual Property Rights relating thereto.

4. TERM AND TERMINATION

4.1. All the terms and conditions mentioned in this contract will be retrospectively effective from the date of signing of this agreement.

4.2. Intern certifies that there are no outstanding agreements or obligations that are in conflict with the terms of this contract, or that would preclude Intern from complying with the provisions hereof.

4.3. This contract will remain in full force and effect unless otherwise terminated by either party.

4.4. Section headings and titles are for convenience only and shall be of no force or effect in the construction or interpretation of this Contract.

4.5. If any terms of this Contract are deemed to be unenforceable by a court of competent jurisdiction, then such term shall be deemed deleted. The remaining terms shall be construed so as to give maximum lawful effect to any such deleted terms.

4.6. No waiver by either party of any breach of any provision of this Contract shall constitute a waiver of any other breach of that or any other provision of this Contract.

4.7. This Contract shall be construed in accordance with the laws of Republic of India. The parties. Submit themselves to the jurisdiction of Bangalore Courts.

4.8. Any notices, requests, or demands required or permitted herein, be in writing and e-mailed to the addresses set forth below and provided however that either party may change its address by written notice to the other party.
If to Intern: **konakanchisuresh950@gmail.com**
If to the Company: hr@geekyants.com

4.9. In case of any conflict or doubt, please discuss the matter with Mr. Kumar Pratik, to understand the position of the Company and resolve the conflict.

GeekyAnts

IN WITNESS WHEREOF, the parties hereto have caused this contract to be effective as of the day, month and year first written above.

Intern	Sahu Soft India Pvt. Ltd.
	For SAHU SOFT INDIA PVT. LTD.
By:	By: Director
Name: Konakanchi Venkata Suresh Babu	Name: Kumar Pratik
Title: Software Engineer - Intern	Title: Director

ANNEXURE - C

Remuneration Package Details (Cost to Company)					
	Internship Period	**1st Year as an Employee**	**2nd Year after Confirmation**	**3rd Year after Confirmation**	
Period in Months	0 to 5 months	6 to 17 months	18 to 29 months	30 to 41 months	
Monthly Stipend	**18,500**				
Yearly Fixed Salary		3,50,000			
Yearly Variable Bonus		50,000			
Confirmation Bonus		50,000			
Monthly CTC		**29,167**			
Yearly CTC		**4,50,000**			
					22.67L CTC in 3 Years 5 Months
Yearly Fixed Salary			5,75,000		
Yearly Variable Bonus			1,00,000		
Monthly CTC			**47,917**		
Yearly CTC		**nearly 50% hike**	**6,75,000**		
Yearly Fixed Salary				7,50,000	
Yearly Variable Bonus				1,00,000	
Loyality Bonus				2,00,000	
Monthly CTC				**62,500**	
Yearly CTC			**nearly 50% hike**	**10,50,000**	

Note

1. This is subject to terms and conditions as mentioned in your Internship Offer Letter.
2. Loyality Bonus will be paid on completion of 3 years from the date of confirmation.
3. The above mentioned pay scale is the minimum pay scale and could increase based on your exceptional performance.

GeekyAnts

154810598

SALARY PAYSLIP

Employee Name	Konakanchi Venkata Suresh Babu	**Employee Code**	B318
Designation	Software Engineer	**Period**	Oct 2019
PAN	DNMPB6481G	**DOJ**	2019-05-01
PF UAN	101459222762	**ESI No.**	-
Bank A/c. No	2313070183	**Bank IFSC**	KKBK0000958
No. of Working Days	21	**No. of Days Worked**	21

Earnings	
Basic	25717.00
Food Allowance	1500.00
Gross Total Earnings	**27217**

Deductions	
Food Deduction	-1500.00
P.F Employee	-1800.00
Professional Tax	-200.00
Insurance Deduction	-163.00
Total Deductions	**-3663**

Net Salary for the Month	**23554**

This is a computer generated payslip. Hence no signature is required.

SAHU SOFT INDIA PRIVATE LIMITED, CIN: U72200BR2006PTC011902
Regd. Office: Amgola Road, Muzaffarpur, P.S: Kaji Mohammadpur, Bihar 842002 India
Corp. Office: #18, 2nd Cross Road, N S Palya, BTM Layout Stage 2, Bengaluru - 76, India

+91 80 409 74929 | info@geekyants.com | www.geekyants.com

S-B
15481A05A3

Gmail

Tulasi Kosanam <tulasi.kosanam05@gmail.com>

Mindtree Offer Letter between Mindtree Limited and K.Tulasi is Signed and Filed!

Mindtree Limited <echosign@echosign.com> Sat, Feb 9, 2019 at 2:10 PM
Reply-To: Mindtree Talent Acquisition Team <campus@mindtree.com>
To: Mindtree Talent Acquisition Team <campus@mindtree.com>, "K.Tulasi" <tulasi.kosanam05@gmail.com>
Cc: "vinay.ramesh@mindtree.com" <vinay.ramesh@mindtree.com>

Mindtree | POWERED BY Adobe Sign

Mindtree Offer Letter between Mindtree Limited and K.Tulasi is Signed and Filed!

From: Mindtree Talent Acquisition Team (Mindtree Limited)
To: Mindtree Talent Acquisition Team and K.Tulasi

Cc: vinay.ramesh@mindtree.com

Attached is a final copy of **Mindtree Offer Letter**.

Copies have been automatically sent to all parties to the agreement.

You can view the document in your Adobe Sign account.

Why use Adobe Sign:

- Exchange, Sign, and File Any Document. In Seconds!
- Set-up Reminders. Instantly Share Copies with Others.
- See All of Your Documents, Anytime, Anywhere.

Mindtree Limited

To ensure that you continue receiving our emails, please add echosign@echosign.com to your address book or safe list.

Mindtree Offer Letter - signed.pdf
272K

15-5A3

Mindtree

Date:08-Feb-2019

To

Kosanam Tulasi
GUDIVADA

Dear Kosanam Tulasi,

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.

K.Tulasi
K.Tulasi (Feb 8, 2019)

Mindtree

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna

K. Tulasi
[illegible]

15-5A3

Mindtree

Mindtree Ltd-India
Bangalore
Pay-Slip for the month of April 2020

Emp No.	: 01053685	PF No.	: BG/MRG/24470/108892
Name	: Kosanam Talasi	Department	: PRAC
Competency	: C1	Emp Status	: Active

Earnings	Rs	Deductions	Rs	Other Details	
Basic Salary	15,000.00	Ee PF contribution	1,800.00	Present Days	: 30.00
House Rent Allowance	7,500.00	Prof Tax - split period	200.00	Date of Joining	: 29.06.2018
Special Allowance	147.00	Rounding off adjustment	0.57	Date of Birth	: 05.10.1997
Other Pmts Taxable	500.00	Sec RUD Mediclaim Ded	150.00	Standard Days	: 30.00
Bonus (Monthly)	3,500.00			Location	: Bangalore
Recovery of round off am	0.57			PAN No.	: GZEPR1795R
				GAN No.	: 101518018378
Total Earnings	26,647.57	Total Deductions	2,150.57	Net Salary Rupees	24,497.00

Payment Method: Bank Transfer, Account Number: 091801506594, Bank Name: ICICI Bank

This is my Money. I earned it by doing my best for our customers.

This is a computer generated statement and does not require signature and company seal.

 15481A05A8

Gmail

rohithsunny 11 <rohithsunny111197@gmail.com>

Letter of Intent - Kotti Sai Rohith - Ref. No.: 8280032

3 messages

careers@wipro.com <careers@wipro.com> Tue, Dec 4, 2018 at 5:19 PM
To: rohithsunny111197@gmail.com

Campus - Letter Of Intent

04-Dec-2018

Dear Kotti Sai Rohith,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

---

careers@wipro.com <careers@wipro.com> Tue, Dec 4, 2018 at 5:26 PM
To: rohithsunny111197@gmail.com

[Quoted text hidden]

---

rohithsunny 11 <rohithsunny111197@gmail.com> Tue, Dec 11, 2018 at 10:10 AM
To: sivakumarkotti55@gmail.com

[Quoted text hidden]

15-5A8

wipro

APPOINTMENT LETTER

April 30, 2019

Mr. Kotti Sai Rohith
5-45-2
Santha Road
Gudlavalleru- 521356
Andhra Pradesh

Dear **Kotti Sai Rohith**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.

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 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.

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 upto 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,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____
Name: _____
Signature: _____ Date: __/__/____
Place: _____

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

8280032

15-5B/

Justdial

29-06-2019

KUNCHE RANA PRATHAP
Hyderabad

Subject: **LETTER OF OFFER**

Dear KUNCHE,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**.You will be on probation for a period of six months from your date of joining which will be on or before **08-07-2019**.

The annual compensation calculated on Cost to Company will be **INR 259000/-.**

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.17000 /-p.m.	102000
2	Revised Salary - After Six Months*	Rs.20000 /-p.m.	120000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	17000	17000
4	End of 12 Months - One month Salary	20000	20000
	Total CTC per annum		**259000**

***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Remote**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Manjari

Manjari Anantha

Justdial

Head - Human Resources, Hyderabad

Justdial

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	KUNCHE RANA PRATHAP	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	08-07-2019	
CTC	259000/- per annum	
Pay structure	**CTC**	**Revised CTC**
Fixed Components		
Basic	5100	6000
House Rent Allowance (HRA)	3060	3600
Departmental Allowance	2125	2500
Desk Allowance	2125	2500
Personal Allowance	1883	2215
Salary (C1)	**14293**	**16815**
Statutory Components		
Employer PF Contribution	612	720
Employer ESIC Contribution	679	799
Benifits(c2)	**1291**	**1519**
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	**0**	**0**
Statutory Bonus	**1416**	**1666**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**17000**	**20000**
Deductions		
Employee PF Contribution	612	720
Employee ESIC Contribution	251	295
Total Deductions (b)	**863**	**1015**
Net Take Home (a - b - C2)	**14846**	**17466**
Total CTC	**17000**	**20000**

*** Net Take Home is subject to tax & other applicable deductions basis individual's salary structure.**

Yours sincerely,
For Just Dial Limited

Manjari

Manjari Anantha

Head - Human Resources, Hyderabad

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Gmail

Lenka Mahesh Kumar <lenkamahesh22@gmail.com>

Letter of Intent - Lenka Mahesh Kumar - Ref. No.: 8278040

careers@wipro.com <careers@wipro.com> Tue, Dec 4, 2018 at 5:19 PM
To: lenkamahesh22@gmail.com

Campus - Letter Of Intent

04-Dec-2018

Dear Lenka Mahesh Kumar,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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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Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR	: MARCH 2020	ATTD	: 31
EMPCODE	: 20088280	PF NO.	: PYBOM/11394/1576432
NAME	: LENKA MAHESH KUMAR	GENDER	: MALE
DESIGNATION	: Project Engineer		
LOCATION	: BANGALORE	UAN NO.	: 101472828893
MODE	: BANK	A/c No.	: ICICI - xxxxxxxx3248
		NETPAY	: 26623

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00	PT	200.00
HRA	5834.00	0.00		
SHFTALLW	0.00	4200.00		
TOTAL:	24688.00	4200.00	TOTAL	2265.00

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 & Children)

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MUNICIPAL ADMINISTRATION DEPARTMENT
PROCEEDINGS OF THE REGIONAL DIRECTOR –CUM-APPELLATE COMMISSIONER, MUNICIPAL ADMINISTRATION, RAJAMAHENDRAVARAM.

Present: Sri G. Naga Raju.

Roc No. 571/2019/A2 **Dated: 25-11-2019**

Sub: Establishment – Ward Secretary – Appointment of - Sri/Smt/Kum LOKAM VINAY KUMAR (HT No. 190614000029) as Ward Education & Data Processing Secretary – Posted in Vijayawada Municipal Corporation, Krishna District – Orders – Issued.

Ref: 1. GO Ms No. 217 MA & UD Dept., Dated: 20-07-2019
2. G.O.Rt No. 523 MA & UD Dept., Dated: 21-08-2019
3. Recruitment Notification No. 05/2019, Dated: 26-07-2019
4. G.O.Ms. No. 591 MA & UD Dept., Dated: 17-09-2019
5. Minutes of the District Level Committee 4202/2019/P5, Dated: -11-2019
6. Minutes of the Regional Level Committee 15,18&26/2019, Dated: -11-2019
7. This Officer Proc. Roc No.571/2019/A2/DSC-2019, Dated: 11- 2019
8. Cir. Roc No. 20026/178/2019/A1, Dated: 30-09-2019 of the CDMA, AP, Guntur
9. List of options exercised by the candidates submitted by the Krishna District Head Quarters Commissioner, Machilipatnam.

///

ORDER:

In continuation of the proceedings issued in the reference 7th read above, and in pursuance of the instructions issued by the Commissioner & Director of Municipal Administration, Andhra Pradesh, Guntur in the reference 8th read above, and basing on the option exercised by the individual in the reference 9th read above.

Sri/Smt/Kum LOKAM VINAY KUMAR (Hall Ticket No. 190614000029) is posted in Vijayawada Municipal Corporation, Krishna District as Ward Education & Data Processing Secretary as per the terms and conditions stipulated in the appointment order and directed to report before the Municipal Commissioner, Vijayawada.

The Municipal Commissioner, Vijayawada is requested to admit the individual and take necessary action as per norms from time to time.

Regional Director-cum
Appellate Commissioner,
Municipal Administration,
Rajamahendravaram.

To
Sri/Smt/Kum. LOKAM VINAY KUMAR
The Municipal Commissioner, Vijayawada
The Special Officer, Municipal Council Vijayawada.
Copy to the DTO/STO, Vijayawada
Copy to the District Head Quarters Commissioner, Krishna District, Machilipatnam
Copy submitted to the SE(PH)/RDD&TP, Rajamahendravaram.
Copy submitted to the District Collector, Krishna District, Machilipatnam.
Copy submitted to the Commissioner & Director of Municipal Administration, Andhra Pradesh, Guntur for favour of kind information.
Copy submitted to the Principal Secretary to Government, MA &UD Dept., AP Secretariat, Velagapudi for favour of kind information.

INR 15,000.00 credited to your A/c No XX4925 on 08/07/2020 through NEFT with UTR RBI1902058790128 by Andhra Pradesh Treasury ePayments, INFO: 0000000000020207405 71

7 min • via BSNL MOBILE

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PROCEEDINGS OF THE DISTRICT COLLECTOR (PW), KRISHNA
Present: SRI Md. IMTIAZ, IAS.,

Dt. 05-10-2019

Roc No.81/2019, Pts.4.

Sub: Public Servants - Panchayat Raj Institutions - Recruitment for Panchayat Secretaries Grade VI (Digital Assistant) - Provisionally selected through District Selection Committee, Krishna - Allotted to District Panchayat Officer, Krishna - place posting Orders - Issued.

Read: 1) G.O Ms No.110, PR & RD Dept (MDL-1), dt 19.07.2019.
2) Recruitment NOTIFICATION No.01/2019, dt 26.07.2019 for the post of Panchayat Secretary Grade-VI (Digital Assistant)
3) Note Orders Dt 28.09.2019 of the District Collector and Magistrate, Krishna District.
4) Option of the individual dt 05.10.2019.

//00//

O R D E R:

The Chairman and District Collector, District Selection Committee in the progs 3rd cited has allotted Sri/Smt **LOYA HARISH VARDHAN** who was provisionally selected and appointed as Panchayat Secretary Grade VI (Digital Assistant) and allotted to the District Panchayat Officer, Krishna with a direction to issue place postings.

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 successfully completion of probation you will be placed in the Pay Scale of Rs. 14600-Rs.44870 in RPS 2015.

As per the option exercised by the individual at the time of counselling on 05.10.2019, he/she is hereby posted as Panchayat Secretary Grade VI (Digital Assistant) to **RAYAVARAM** village Secretariat of **GUDURU** Mandal and directed to report before the Panchayat Secretery ofconcerned Village Secretariat immediately.

The above Panchayat Secretary is directed to admit the individual and intimate the date of joining of the individual to this office and Officers concerned immediately and directed to extract the work as per the job chart prescribed for the post.

The individual is informed to follow the conditions prescribed in the reference read above and submit fitness certificate to the Panchayat Secretary at the time joining.

for Collector.

5/10/19

To

Sri/Smt.Loya Harish Vardhan,Chitturu Village,Ghantasala Mandal.
The Panchayat Secretary / Special Officer concerned.
Copy to the MandalParishad Development Officer concerned.
Copy to the Divisional Panchayat Officer concerned.
Copy to the STO/ATO concerned.
Copy to the Extension Officer (PR&RD) concerned.
Copy submitted to the Collector, Krishna for favour of information.
Copy submitted to the Commissioner of Panchayat Raj& Rural Development, A.P., Tadepalli, Guntur.

Wednesday, Mar 4 • 9:41 AM

INR 15,000.00 credited to your A/c No XX0466 on 04/03/2020 through NEFT with UTR RBI06420088800686 by Andhra Pradesh Treasury ePayments, INFO: 0000000002019255613 6

1548IA05787

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184353019/Hyderabad
Date:

Ms. Harika Maddi
4-104Aadharsh Nagar,
Beside Gowtama School,
Nandigama-521185,
Andhra Pradesh.
Tel# 91-9652341151

Dear Harika Maddi,

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. 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 48 hours, 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 issued 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 **₹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 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 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 Initial Learning 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,

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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

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 expense-s 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

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 Servicelline: 1800 209 3111 Email: careers@tcs.com

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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**

   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**

   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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15481A05B7

Payslip
MAR 2020

TATA
TATA CONSULTANCY SERVICES

MS. HARIKA MADDI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1734763			Bank Name	ICICI Bank						Location	Madhapur-Hyderabad
Grade	Y	UAN	XXXXXXX3638	Acc No.	XXXXXXX3888						Base Br.	TCS - Hyderabad
PAN	XXXXXXX211M			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00		
Personal Allowance		7,570.00		
Miscellaneous		500.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		25,500.00	Total Deductions	1,424.00

Net Pay (INR)	24,076.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	1,96,955.00	Net Tax Income r/o	1,33,220.00	80C	9,358.00
Deductions under Sec 16	51,550.00	Total Tax Payable		80D	2,832.00
Chapter VIA relief	12,190.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 18 May 2020, 14:53:01

15-5B9

Mindtree Ltd - Candidate ID to complete the Wufoo Form - June 29th 2019 Batch

1 message

Mon, May 27, 2019 at 12:32 PM

Campus <Campus@mindtree.com>
To: swathimalasani333@gmail.com <swathimalasani333@gmail.com>

Dear Malasani Swathi,

Greetings from Mindtree.

We take pleasure to inform you about your Joining Date with us.

Joining Date with Mindtree	**June 29th 2019, Saturday**
Joining Location	**Bhubaneshwar - Mindtree Kalinga**

We suggest you to complete the Yorbit courses which are mandatory for your onboarding. Please note incompletion or partial completion of Yorbit courses will not be considered for your onboarding.

Also, you should complete the Degree which you are now pursuing without any backlog at the time of joining with us.

As we are preparing for your on-boarding on **June 29th 2019** (Joining Date), kindly ensure to fill up the Wufoo forms - Campus Mind Data & Travel Data (will be shared in subsequent mail)

Candidate ID to fill in the form – **80010370**

Regards

Mindtree Campus Talent Acquisition Team

http://www.mindtree.com/email/disclaimer.html

Mindtree

Date:02-Apr-2019

To

Malasani Swathi
GUDIVADA

Dear Malasani Swathi,

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.

swathi
swathi (Apr 3, 2019)

Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059
T +91 80 6708 4000
F +91 80 6708 4100
W www.mindtree.com

Candidate No. TN 30010370 19

Mindtree

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna

swathi

Mindtree

Mindtree Ltd
Bangalore
Pay-Slip for the month of February 2020

Emp No.	: 01051707	PF No.	: BG/BMD/24470/108522
Name	: Malasani Swathi	Department	: FRAC
Competency	: CI	Emp Status	: Active

Earnings	Rs	Deductions	Rs	Other Details	
Basic Salary	15,000.00	Ee PF contribution	1,800.00	Present Days	: 29.00
House Rent Allowance	9,500.00	Prof Tax - split period	200.00	Date of Joining	: 29.06.2015
Special Allowance	147.00	Rounding off adjustment	0.48	Date of Birth	: 28.06.1988
Bonus (Monthly)	3,500.00			Standard Days	: 29.00
Recovery of round off am	0.48			Location	: Bangalore
				PAN No.	: FFDPM5059H
				UAN No.	: 101519815414
Total Earnings	26,147.48	Total Deductions	2,000.48	Net Salary Rupees	24,147.00

Payment Method: Bank Transfer, Account Number: $0130291510160, Bank Name: HDFC Bank

This is my Money. I earned it by doing my best for our customers.

This is a computer generated statement and does not require signature and company seal.

Mindtree

INCOME TAX CALCULATION

Particulars	Cummulative Total	Add:Projected	Less:Exempted	Annual. Rs.
Basic Salary	68,225.81	15,000.00	0.00	83,225.81
House Rent Allowance	34,112.90	7,500.00	0.00	41,612.90
Special Allowance	668.61	147.00	0.00	815.61
Stipend	77,402.15	0.00	0.00	77,402.15
Leave Encashment	2,264.70	0.00	0.00	2,264.70
Bonus (Monthly)	15,919.35	0.00	0.00	15,919.35
Mindtree20 Anniv.Reward	6,883.00	0.00	0.00	6,883.00
Transfer Allowance	12,000.00	0.00	0.00	12,000.00
Add. Value of Perquisites under sec 17(2)				0.00
TOTAL INCOME				240,123.52
Less: Standard Deduction				50,000.00
Add: Income received from Previous Employer				0.00
NET TAXABLE INCOME				190,123.52
Less: Prof.Tax recovered by Previous Employer				0.00
Less: Prof.Tax recovered by Current Employer				1,575.00
Add: Other Taxable Income Reported by the Employee				0.00
GROSS TAXABLE INCOME				188,548.52
Less: Medical Insr Premium (Non-Senior Ctz)				150.00
Less: Other Deductions				9,987.00
INCOME CHARGEABLE TO TAX (Rounded Off)				178,412.00

INCOME TAX DEDUCTION

INCOME TAX PAYABLE	0.00
Add: Surcharges on Income Tax	0.00
Add: Health and Education Cess	0.00
TOTAL INCOME TAX & S/C & CESS PAYABLE	0.00
Less: I.Tax & S/C Paid by Previous Employer	0.00
Less: TDS on Other Income	0.00
I.Tax & S/C & Cess to be recovered (Rounded Off)	0.00
I.Tax & S/C & Cess recovered till this month	0.00
Balance I.Tax & S/C & Cess to be recovered	0.00
Avg.Monthly I.Tax & S/C & Cess to be recovered	0.00

INVESTMENT DETAILS DECLARED

Provident Fund	9,987.00

This is a computer generated statement and does not require signature and company seal.

Mindtree

[illegible]

[illegible]

This is a computer generated statement and does not require signature and company seal.

1548 MO5C2

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184356277/Hyderabad
Date: 09/10/2018

Ms. Venkata Haneesha Mallipeddi
6/36Near Panchayath Office,
Kowtaram,
Vijayawada-521331,
Andhra Pradesh.
Tel# -

Dear Venkata Haneesha Mallipeddi,

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. 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 48 hours, 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 issued 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.

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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 Initial Learning 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,

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

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   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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TATA

Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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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Payslip
MAR 2020

TATA
TATA CONSULTANCY SERVICES

MS. VENKATA HANEESHA MALLIPEDDI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1700439			Bank Name	AXIS Bank						Location	SynergyPark-SEZ-U4
Grade	Y	UAN	XXXXXXX3503	Acc No.	XXXXXXX4008						Base Br.	TCS - Hyderabad
PAN	XXXXXXX881H			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	2974277

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,280.00	Professional Tax	200.00
Leave Travel Allowance		1,050.00		
Personal Allowance		7,670.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		25,500.00	Total Deductions	1,424.00

Net Pay (INR)	24,076.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	2,81,837.00	Net Tax Income r/o	2,12,320.00	80C	13,546.00
Deductions under Sec 16	52,200.00	Total Tax Payable		80D	3,776.00
Chapter VIA relief	17,322.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 18 May 2020 15:55:03

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182423797/Hyderabad
Date: 09/10/2018

Ms. Divya Bharathi Mannem
D-No:2-12Main Bazar,
Thotaravulapadu,Chandarlapadu,
Vijayawada-521183,
Andhra Pradesh,
Tel# 91-9705423013

Dear Divya Bharathi Mannem,

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. 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 48 hours, 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 issued 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.

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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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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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

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11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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

notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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TCS Careers Service Desk: 1800 209 3111 Email: careers@tcs.com

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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Payslip
APR 2020

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MS. DIVYA MANNEM

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1700269			Bank Name	HDFC Bank						Location	SynergyPark-SEZ-U2
Grade	Y	UAN	XXXXXXX1901	Acc No.	XXXXXXX7519						Base Br.	TCS - Hyderabad
PAN	XXXXXXX218E			Days paid	30						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	2925193

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Personal Allowance		8,420.00	TCS Welfare Trust	1.00
Miscellaneous		2,300.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		27,300.00	Total Deductions	1,425.00

Net Pay (INR) 25,875.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,02,300.00	Net Tax Income r/o	2,35,212.00	80C	14,688.00
Deductions under Sec 16	52,400.00	Total Tax Payable			
Chapter VIA relief	14,688.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 18 May 2020,20:53:29

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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 Release Date:September 23, 2019

Maragani Nava Suresh Krishna
- ., Gudlavalleru,
Andhra Pradesh, India, 521356

Sub: Offer & Appointment Letter

Dear Maragani Nava Suresh Krishna,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on September 25, 2019 at **9:00 A.M** at the following address, **Chennai-SEZ, SDB1 Sholinganallur 602/3.** 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 and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD. - IOMC.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer cum appointment letter and appended annexure(s).

Your Total Compensation will be INR 2.60 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

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.

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

You need to have cleared all the subjects & should be a pass out of **2019 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

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 TECH LTD. - IOMC**. will stand withdrawn without any liability.
Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL TECH LTD. - IOMC

Authorized Signatory

Amrita Das

Vice President, Head-Global Rewards

SIGNATURE OF EMPLOYEE:

Salary Payslip for the Month of July 2020

Pay Period 01.07.2020 to 31.07.2020

Manigandi Nara Suresh Krishna

Employee ID	: [illegible]	Bank Name & Account No	: [illegible]
Name of	: [illegible]	Location (CWL)	: [illegible]
Designation	: Graduate Engineer Trainee	Department	: [illegible]
Date of Joining	: [illegible]	Band	: E1
PAN No	: [illegible]	Days worked in month	: 31.00
UAN Number Ref	: [illegible]	LWP Current/Previous Month	: [illegible]
ESIC No	: [illegible]	Initial/Lapse Current/Previous Month	: [illegible]

Standard Monthly Salary	INR	Earnings	INR	Deductions	INR
Basic Salary	[illegible]	Basic Salary	[illegible]	Power of 1 Deduction	[illegible]
HRA	[illegible]	HRA	[illegible]	Ex EL encashment	[illegible]
Advance Allowance Rules	[illegible]	Advance Allowance Rules	[illegible]	Ex PF contribution	[illegible]
		Employee PF 3% CAP	[illegible]		
Total Standard Salary	[illegible]	Gross Earnings	[illegible]	Gross Deductions	[illegible]
				Net Pay	[illegible]

Income Tax Computation

Exemption U/S 10		Projected Annual Taxable Salary		Contribution under Chapter VI-A		Monthly Tax Deduction
H.R.A. Annual Exemption	[illegible]	Gross Salary	[illegible]	Provident Fund	[illegible]	April 20 [illegible]
		PF Annual Max Limit [illegible]	[illegible]	Voluntary PF	0.00	May 20 [illegible]
Total	[illegible]	Projected Annual Taxable Salary	[illegible]			June 20 [illegible]
H.R.A. Exemption	[illegible]	Taxable Net Perks	[illegible]			July 20 [illegible]
Chapter VI-A Deduction Total	[illegible]	LTA U/S 10 exemption	[illegible]			August 20 [illegible]
Gross Tax Saving	[illegible]	Gross Salary	[illegible]			September 20 [illegible]
Standard Deduction	[illegible]	Standard Deduction	[illegible]			October 20 [illegible]
Exemption U/S 10	[illegible]	Exemption U/S 10	[illegible]			November 20 [illegible]
Net Gross Salary after Perks	[illegible]					December 20 [illegible]
Income after Other Taxes	[illegible]					January 21 [illegible]
Monthly Net Pay Salary	[illegible]					February 21 [illegible]
Monthly Net Pay Payable	[illegible]					March 21 [illegible]

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TATA

Ref: TCSL/DT20184356301/1260847/Hyderabad
Date: 16 July 2019

MR. SUDHAKAR REDDY MARTHALA
Obachettepalem Devarapalem,
Chimakurthy, Ongole,
Andhra Pradesh-523253.
Tel# 917660840834

Sub: Joining Letter

Dear Mr. Sudhakar Reddy Marthala,

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

We are pleased to inform you that your joining date at TCSL will be **12th August 2019** and your training location is **Trivandrum** . 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 Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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 designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

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

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

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

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,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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

Payslip
APR 2020

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MR. SUDHAKAR REDDY MARTHALA

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1734765			Bank Name	HDFC Bank						Location	Peepul Park-Non STP
Grade	Y	UAN	XXXXXXX7373	Acc No.	XXXXXXX2411						Base Br.	TCS - Trivandrum
PAN	XXXXXXX516E			Days paid	30						Depute Br.	TCS - Trivandrum
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	1050616

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00		
Leave Travel Allowance		850.00		
Personal Allowance		7,570.00		
Miscellaneous		2,710.00		
City Allowance		200.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		27,310.00	Total Deductions	1,224.00

Net Pay (INR)	26,086.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	2,97,500.00	Net Tax Income r/o	2,32,812.00	80C	14,688.00
Deductions under Sec 16	50,000.00	Total Tax Payable			
Chapter VIA relief	14,688.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 18 May 2020,14:29:37

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: 706782/1732270/ELTP

05-DEC-2019

Ms. Veda Pravallika Matta
Eluru (Ap) - 534007
Mobile: 9493480870

Subject: Offer of Appointment

Dear **Ms. Veda Pravallika Matta**

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 **6 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.

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 L64200MH1986PLC041379

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 **16-DEC-2019** 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 **Ahsenulla khan** 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 **12-DEC-2019.**

For Tech Mahindra Limited

Venkat Paturi
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:

Signature:
Veda Pravallika Matta

1548/A05D4

IBM

August 7, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Triveni Medarametla

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

August 7, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Triveni Medarametla

We are pleased to offer you the position of Associate - Technical Engineer, in band 04G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e August 9, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A,1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self-photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not

hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer - Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card- If you do not have a Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving License
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate - If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) - Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

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

the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
    - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
    - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
    - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).

- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and

registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

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ANNEXURE A

DATE	August 7, 2019		
NAME	Triveni Medarametla	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	CHENNAI
Compensation Components		IBM Offer (in INR)	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		154459	
3. Annual Reference Salary (ARS)		334459	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		364699	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

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

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By - IBM Authorized Signatory
Director - Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

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Explanation of Compensation Components

Component	Summary Explanation*
1. Basic Salary	The fundamental salary component to which many other compensation components are linked.
2. Flexible Benefit Plan (FBP)	The FBP allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
(a) Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4 year period as per income tax rules.
(b) House Rent Allowance	Maximum 50% of Basic Salary per annum. To be used for house rent.
(c) "Flat" Allowance	Remaining FBP funds and is a taxable amount.
3. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
(a) Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund.
(b) Gratuity	4.8% of Basic Salary, which denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the IBM Gratuity Trust Fund Rules and the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company. The amount of gratuity payable shall not exceed Twenty Lakh rupees (INR 2,000,000).
(c) ESIC	Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.
Annual Reference Salary	Annual Basic Salary + Annual FBP

**For detailed information please refer to Company policies, which are subject to change from time to time.*

Other Benefits- Additional Information*

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan:

This is a company paid benefit which provides group term life coverage to all employees of IBM India Pvt. Ltd. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. The coverage is subject to completion of the Insurance Company's prescribed insurance underwriting procedure and awarding of coverage by the insurance company. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan:

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

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

By default, you will be enrolled in the Group Mediclaim Policy from the date of your joining with a coverage of up to INR 3 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 45 days of your joining. If you decide to avail Mediclaim insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 45 days of joining. You have the option of enhancing this cover up to a maximum of INR 10 Lakh per year (incremental premium to be borne by employee).

You also have the opportunity of purchasing insurance coverage for your parents. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only new born babies (within 45 days of the child birth) and newly married spouse (within 45 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

**Subject to enrolling the new dependent within 45 days from the date of event.*

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

Critical Illness Buffer

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

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Mediclaim Insurance Policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all IBM India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and

maximum of 10% of your Flexible Benefit Plan, on IBM Intranet. You can find more details about this program on IBM intranet.

Compensation under Employees Compensation Act

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

a) Incase of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having being under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.

b) Incase of any injury resulting in Death or permanent total disability.

c) Incase of occupational disease as defined under the Act.

** For detailed information, please refer the Company's Intranet. Company benefits and policies are subject to withdrawal, change from time to time at the sole discretion of the Company and without the need of any prior notice to the employees.*

Maternity Benefit:

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

1) Maternity Leave for:

a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.

b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.

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

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

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

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

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

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

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ANNEXURE B – NON-DISCLOSURE AGREEMENT

Agreement Regarding Confidential Information, Intellectual Property, and Other Matters

Serial # :_____ Date Of Hire : __ __ / __ __ / __ __ __ __

In consideration of my employment or my continued employment by International Business Machines Corporation or one of its subsidiaries or affiliates (collectively, "IBM"), which I acknowledge is employment at will, and the payment to me of a salary or other compensation during my employment, I agree as follows:

1. I will not, without IBM's prior written permission, disclose to anyone outside of IBM or use in other than IBM's business, either during or after my employment, any confidential information or material of IBM, or any information or material received by IBM in confidence from third parties, such as suppliers or customers. If I leave the employ of IBM or at the request of IBM, I will return to IBM all property in my possession belonging to IBM or received by IBM from any third party, whether or not containing confidential information and whether stored on an IBM owned asset or a personally owned asset, including, but not limited to, electronic data, electronic files, diskettes and other storage media, drawings, notebooks, reports, and any other hard copy or electronic documents or records. No employee is prohibited from reporting possible violations of law or regulation to a government agency, as protected by law.

Confidential information or material of IBM is any information or material: (a) generated or collected by or utilized in the operations of IBM; received from any third party; obtained from an entity IBM acquired or in which IBM purchased a controlling interest (including information or material received by that entity from a third party); or suggested by or resulting from any task assigned to me or work performed by me for or on behalf of IBM; and (b) which has not been made available generally to the public, whether or not expressed in a document or other medium and whether or not marked "IBM Confidential" or with any similar legend of IBM or any third party. Confidential information or material may include, but is not limited to, information and material related to past, present and future development, manufacturing activities, or personnel matters; marketing and business plans; pricing information; customer lists; technical specifications, drawings, and designs; prototypes; computer programs; and databases.

2. (a) During my employment with IBM and for two years following the termination of my employment from IBM for any reason, I will not directly or indirectly within the Restricted Area solicit, or attempt to or participate or assist in any effort to solicit, any employee of IBM to be employed or perform services outside of IBM. For purposes of this Paragraph 2(a), "Restricted Area" shall mean any geographic area in the world in which I worked or for which I had job responsibilities, including supervisory responsibilities, during the last twelve (12) months of my employment with IBM. Also, for purposes of this Paragraph 2(a), "employee of IBM" shall mean any employee of IBM who worked within the Restricted Area at any time in the 12-month period immediately preceding any actual or attempted solicitation.
(b) I agree that during my employment with IBM and for one year following the termination of my employment for any reason, I will not directly or indirectly solicit for competitive business purposes any customer with which I was directly or indirectly involved as part of my job responsibilities during the twelve (12) months prior to the termination of my employment with IBM. This paragraph 2(b) does not apply to any IBM employee whose work location as reflected in IBM records is within the state of California.

I acknowledge that IBM would suffer irreparable harm if I fail to comply with Paragraph 2(a) or (b), and that IBM would be entitled to any appropriate relief, including money damages, equitable relief and attorneys' fees.

3. I will not disclose to IBM, use in its business, or cause it to use, any information or material which is confidential to any third party unless authorized by IBM. In addition, I will not incorporate into any product used and/or sold by IBM, any copyrighted materials or patented inventions of any third party, unless authorized by IBM pursuant to Paragraph 5.

4. I will comply, and do all things necessary for IBM to comply, with (a) the laws and regulations of all governments under which IBM does business, (b) the provisions of contracts between any such government or its contractors and IBM that relate to intellectual property or to

the safeguarding of information, and (c) IBM's corporate directives, including, without limitation, policies and information technology security standards issued from time to time as well as the IBM Business Conduct Guidelines as amended from time to time.

5. I hereby assign to IBM my entire right, title, and interest in any idea, concept, technique, invention, design (whether the design is ornamental or otherwise), computer programs and related documentation, other works of authorship, mask works, and the like (all hereinafter called "Developments"), hereafter made, conceived, written, or otherwise created solely or jointly by me, whether or not such Developments are patentable, subject to copyright or trademark protection or susceptible to any other form of protection which: (a) relate to the actual or anticipated business or research or development of IBM or its subsidiaries or (b) are suggested by or result from any task assigned to me or work performed by me for or on behalf of IBM or its subsidiaries.

If, by operation of law such right, title, and interest in Developments vest in IBM upon creation, I acknowledge that such right, title, and interest belong to IBM. Also, I hereby assign to IBM my entire right, title and interest in any such Developments that were or are suggested by or a result of any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest to the extent that any such right, title and interest is not already owned by said entity.

In the case of any "other works of authorship", such assignment or ownership shall be limited to those works of authorship which meet both conditions (a) and (b) above.

California Notice: For Developments subject to California law, notwithstanding anything above to the contrary, I understand that this assignment does not apply to a Development which qualifies fully under the provisions of Section 2870 of the California Labor Code. The above provisions concerning assignment or ownership of Developments apply to Developments created while employed by IBM in an executive, managerial, professional, product or technical planning, technical, research, programming, or engineering capacity (including development, product, manufacturing, systems, applied science, and field engineering) or otherwise.

The assignment of Developments in this Paragraph 5 shall exclude any Developments in which I have a right, title, or interest and that were, prior to my employment with IBM, (1) conceived and/or made solely or jointly by me; (2) written wholly or in part by me; or (3) expressly stated in an agreement that I executed with another party which precludes an assignment to IBM (collectively, these exceptions to assigned Developments hereunder shall be known as "Excluded Developments"). Further, I acknowledge that I will not use or cause to be used, any Excluded Developments in IBM's business, research or development without a written or email authorization to do so from both my first and second line manager. For the avoidance of doubt, Excluded Developments shall not comprise any Developments that were or are suggested by or resulted from any task assigned to me or work performed by me for or on behalf of any entity that IBM acquired or in which IBM purchased a controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my IBM employment.
I hereby identify any and all Excluded Developments which are not published in a searchable public database (e.g. United States Patent & Trademark Office). In the following table I have provided a brief non-confidential description that sufficiently identifies the Excluded Development (e.g. title of publication), the creation date of the Excluded Development, and to the extent my rights to the Excluded Development are governed by an agreement, the other named party to the agreement and the date the obligation terminates.

If I do not have any Excluded Developments to declare I have left the following table blank or have written "None," "Non/Applicable," or a similar designation.

Description of Excluded Development	Date Created	Named Party/Termination Date

Additional pages may be attached, as appropriate to identify other Excluded Developments, if any. IBM requires you to disclose Excluded Developments in this Paragraph 5. If you wish to interest IBM in any Excluded Development, you may contact the Intellectual Property and Licensing Department at Corporate Headquarters, which will provide you with instructions for submitting it to IBM.

6. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM

Intellectual Property Law Department; and (b) I will, on IBM's request, promptly execute a specific assignment of title to IBM or its designee, and do anything else reasonably necessary to enable IBM or such designee to secure a patent, copyright or other form of protection therefore in the United States and in other countries. In addition, I agree to promptly notify the IBM Intellectual Property Law Department in writing of any patent or patent application in which I am an inventor but which is not assigned by Paragraph 5 and which discloses or claims any Development made, conceived, or written while I am employed by IBM.I also agree to promptly notify the IBM Intellectual Property Law Department if, after I leave the employ of IBM, I am contacted by anyone or any entity outside of IBM regarding any transaction, legal or governmental proceeding, litigation or other legal dispute concerning or relating to any of the Developments assigned by Paragraph 5.

7. IBM and its licensees, successors, or assigns (direct or indirect) are not required to designate me as an author of any Development which is subject to Paragraph 5, when it is distributed, publicly or otherwise, or to secure my permission to change or otherwise alter its integrity. I hereby waive and release, to the extent permitted by law, all rights in and to such designation and any rights I may have concerning modifications of such Developments.

I understand that any rights, waivers, releases, and assignments herein granted and made by me are freely assignable by IBM and are for the benefit of IBM and its subsidiaries, licensees, successors, and assigns.

8. I agree that IBM, its services providers and other third parties authorized by IBM will collect, use, store, make available to those who have a need-to-know, and otherwise process my personal information to establish, maintain and terminate my employment relationship with IBM and for other legitimate business purposes, anywhere in the world. Such personal information, whether provided to IBM, its service providers, or third parties directly by me or otherwise gathered, includes my name, photo, contact information, skills, compensation, performance, usage of IBM assets, background check results, bank account information, and disability or medical information.

I will not use for unauthorized purposes nor share with any unauthorized parties, either during or after my employment, any personal information about others to which I may have access during my employment at IBM.

IBM provides numerous opportunities for social computing through blogs, wikis, social networks, virtual worlds and other social media. I agree to comply with all IBM policies and practices regarding use of social computing tools and I understand that I am personally responsible for the content I post on any social computing tools (whether on IBM's internal platforms or on third party sites) and that any information I post, including any of my personal information, may be made broadly available to others, potentially inside or outside IBM, who have access to these tools.

9. The term "subsidiaries," as used in this Agreement, includes any entity owned or controlled, directly or indirectly, by International Business Machines Corporation.

10. The term "employment at will," as used in this Agreement, means the employment at the mutual consent of both me and IBM. Accordingly, either IBM or I can terminate the employment relationship at will, at any time, with or without cause or advance notice. However, this clause does not relieve me of my responsibility to serve the notice period in accordance with my terms of employment, in the event of my resignation from the services of IBM.

11. This Agreement supersedes all previous oral or written communications, representations, understandings, undertakings, or agreements relating to the subject matter hereof, except as expressly agreed otherwise by IBM in writing upon my hire or transfer of employment to IBM. Any waiver of a term in this Agreement and any amendment to this Agreement may only be made in a writing signed by the Senior Vice President of Human Resources for International Business Machines Corporation and myself.

12. This Agreement shall be governed by the laws of India. If any provision of this Agreement is unenforceable at law, the remainder shall remain in effect. I recognize that any violation of my obligations described herein would cause IBM to suffer irreparable harm and can result in disciplinary action, including dismissal from IBM, and any other appropriate relief for IBM including money damages, equitable relief and attorneys fees.

13. This Agreement shall constitute a part of my terms of employment with IBM, and is executed contemporaneously with my offer of employment/ employment contract with IBM.

My agreement, and my acknowledgment of receipt of a copy of this Agreement, are indicated by my signature below.

Employee's Full Name	Employee's Signature	Employee Serial No.	Date

IBM India Pvt. Ltd.

Private and Confidential

PAYSLIP FOR THE MONTH OF August 2019

Name : Triveni Medarametla	Location : Tamil Nadu	Company cd : IBM India Pvt Ltd
Emp No : 0000IYJ PERNR : 50023236	Department : INEIT	Emp group : Regular full time
Pay period : 09.08.2019 - 31.08.2019	PF No. : XX/XXX/999999/999999	Emp subgrp : Salarted
	UAN No : 101443193822	

Transfer date	Bank Name	Account No.	Amount =	Earnings	- Deductions	+ Adjustment
31.08.2019	HDFC BANK	50100283274916	43,093.92 =	45,678.92	- 2,585.00	+ 0.00

Earnings		Deductions		Perks/Other income/Exemp/Rebates	
Monthly Basic Salary	11,129.04	Ee PF contribution	1,335.00	Agg of Chapter VI	10,600.00
Flat Allowance	9,548.88	Prof Tax - split period	380.43		
Relocation Allowance	25,000.00	Prof Tax - split period	869.57		
Total	45,678.92	Total	2,585.00		

Take Home Pay	43,093.92

Form 16 summary

Ann Reg Income	165,431.36
Ann Irr Income	25,000.00
Gross Salary	190,431.36
Balance	190,431.00
Std Deduction	50,000.00
Empmnt tax (Prof Tax)	1,250.00
Gross Tot Income	139,181.00
Agg of Chapter VI	10,680.00
Total Income	128,501.00

This Payslip is computer generated and doesn't require any signature

15481AU5ED

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 Release Date September 7, 2019

Jahnavi Mekala
Nandigama, Vijayawada,
Andhra Pradesh, India, 521185

Sub: Offer and Appointment Letter

Dear Jahnavi Mekala,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **September 17, 2019** at **9:00 A.M** at the following address, **Noida-Sec-3, A-9.** 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 and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD. - IOMC.** 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 3.5 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

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.

Signature of Employee:

HCL

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

You need to have cleared all the subjects & should be a pass out of **2019 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.
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 TECH LTD. - IOMC** will stand withdrawn without any liability.
Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL TECH LTD. - IOMC

Authorized Signatory

Amrita Das

Vice President, Head-Global Rewards

Annexure 1

COMPENSATION PLAN	
Band	E1
Entity	Infra
Category	Delivery
City	Noida
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**

Signature of Employee:

Salary Pay slip for the Month of January 2020
Pay Period 01.01.2020 to 31.01.2020
Jahnavi Mekala

HCL
HCL TECH Ltd - IOMC

Employee ID	[illegible]	Bank Name & Account No	[illegible]
Person ID	[illegible]	Location (CDL)	Bangalore/[illegible]
Designation	Graduate Engineer Trainee	Department	[illegible]
DOJ / Gender	[illegible] / Female	Band	[illegible]
PAN No	[illegible]	Days worked in month	[illegible]
PF / Pension No*	[illegible]	LWP Current Previous Month	0.00 0.00
UAN No	[illegible]	Informal Loans Current Previous Month	0.00 0.00

Standard Monthly Salary	INR	Earnings	INR	Deductions	INR
Basic Salary	[illegible]	Basic Salary	[illegible]	[illegible]	[illegible]
HRA	[illegible]	HRA	[illegible]		
Engagement PS	[illegible]	Engagement PS	[illegible]		
		PL reimbursement	[illegible]		
		Medical Prem. Portfolio	[illegible]		
Total Standard Salary	[illegible]	Gross Earnings	[illegible]	Gross Deductions	[illegible]
				Net Pay	[illegible]

Income Tax Computation

Exemption U/S 10	Projected / Actual Taxable Salary		Contribution under Chapter VI A		Monthly Tax Deductions	
	Taxable Income till the Month	[illegible]	Post Limit Plan	[illegible]	April'20	0.00
	Current Mth Taxable income	[illegible]	Voluntary PF	0.00	May'20	0.00
	Projected Standard Salary	[illegible]			June'20	0.00
	Taxable Arrs Perks	0.00			July'20	0.00
	10% EE contribution	0.00			August'20	0.00
	Gross Salary	[illegible]			September'20	0.00
	Standard Deduction	[illegible]			October'20	0.00
	Exemption U/S 10	0.00			November'20	0.00
	Tax on Employment (Prof. Tax)	0.00			December'20	0.00
	Income under Head Salary	[illegible]			January'20	0.00
	Interest on House Property	0.00			February'20	0.00
	Gross Total Income	[illegible]			March'20	0.00
	Agg of Chapter VI	[illegible]				
	Total Income	[illegible]				
	Tax on Total Income	0.00				
	Tax Credit	0.00				
	Health and Education Cess	0.00				
	Tax payable	0.00				
	Tax deducted so far	0.00				
	Balance Tax	0.00	Total	[illegible]	Total	0.00

*Due to computer generation, no seal and signature required. [illegible]
*The current month pay slip is generated after consideration of payroll inputs i.e. reimbursements, arrears, Deal declarations, investment proof upto provided and approved transfers till 24th of this month.
*Refer PF statement in EPF Site, for Pension No.

15481A05D+

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Merugumala Kavyasree,

Syntellect ID: SBE1902377

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Atos | Syntel

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

M. KavyaSree

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Merugumala Kavyasree			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

15-5-07

Syntel Private Limited
Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF APRIL 2020

EMP NO	5088319	PF NO	MH/KAN/41505/5033334
NAME	Kavyasree Merugumala	PAY GROUP	SPL
DESIGNATION	Associate Consultant	ESI NO	
UAN	101573578704		

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic New	10033.00	Provident Fund	1800.00	COST CENTRE	
Statutory Bonus	2400.00	Professional Tax	208.00	DATE OF JOINING	11/03/2020
HRA Fixed	5017.00	Samarpan-Syntel Emp Welfare	50.00	DATE OF BIRTH	27/06/1998
Adjustable Allowance	9083.00			STANDARD DAYS	30
				DAYS WORKED	30
				LOCATION	Chennai
				PAN	FJAPM4801F
				RESIDENTIAL STATUS	ROR
				PAYMENT	BANK TRANSFER
				BANK	ICICI
				A/C No	035001551537
Total Earnings Rs.	26533.00	Total Deductions Rs.	2058.00	Net Payment Rs.	24475.00

IC - 508

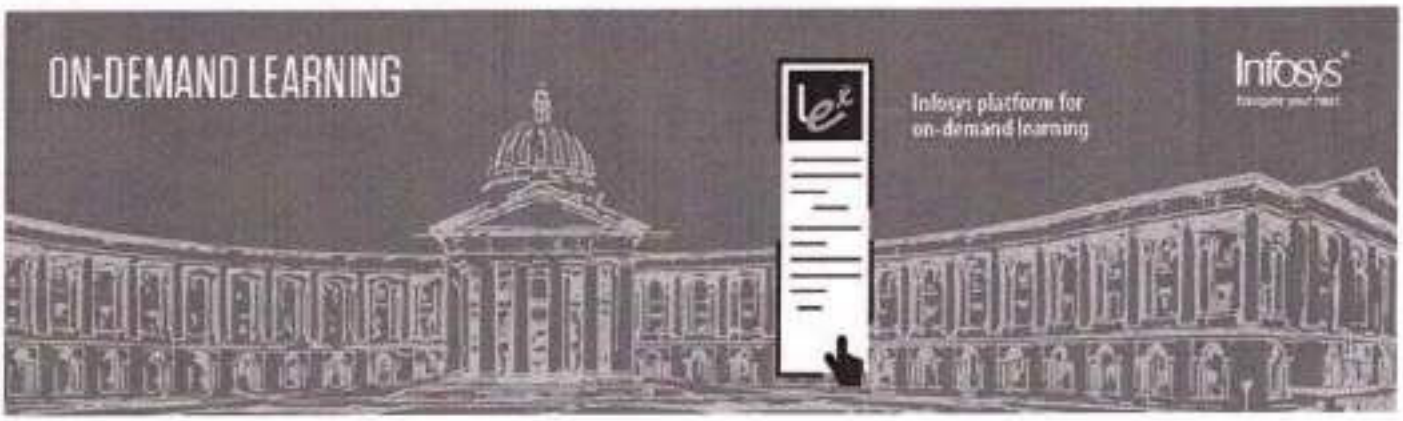
Gmail

tanuja kalyani <tanujakalyani6@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com> Thu, Jan 31, 2019 at 11:25 AM
To: "tanujakalyani6@gmail.com" <tanujakalyani6@gmail.com>, "mtanujakalyani6@gmail.com" <mtanujakalyani6@gmail.com>



Dear Methuku ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational**, **Technical Stream** and **Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** tanujakalyani6@gmail.com
- **Password: Zi8Fr39n**

Infosys
Navigate your next

15-308

HRD/3T/19-20/12927277

Ms. Methuku Tanuja Kalyani
Candidate ID: 12927277
41-20/5-3
Krishan Lanka, Kalapan Prints Road
Vijayawada - 521356
Andhra Pradesh
India
Ph: (91) 91107 67832

September 5, 2019

Dear Methuku,

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

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:17:09 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Infosys
Navigate your next

HRD/3T/19-20/12927277

September 5, 2019

Ms. Methuku Tanuja Kalyani
Candidate ID: 12927277
41-20/5-3
Krishan Lanka, Kalapan Prints Road
Vijayawada - 521356
Andhra Pradesh
India
Ph: (91) 91107 67832

Dear Methuku,

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 **October 7, 2019.**

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, 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 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Infosys
Navigate your next

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 name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

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

askus@infosys.com
www.infosys.com

Infosys Limited, Bangalore

Salary Slip for the month of February 2020

Name : Methuku Tanuja Kalyani
Designation : Systems Engineer Trainee

Employee No	1070855	PF No	PY/BOM/10088/4185.24
Location	PUNASESE203	UAN	101514596534
Personal Level	3	Bank A/C No	055801679499

Total Payable Work days	India	Overseas	LOP	Secondment
29.00	29.00	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	72,097.00	PF Contribution	1,800.00	8,652.00
House Rent Allowance	1,791.00	8,608.00	Professional Tax	300.00	1,100.00
Medical Allowance	1,120.00	5,381.00	LWF Contribution	0.00	20.00
Transport Allowance	447.00	2,148.00	Infosys Welfare Trust	250.00	1,500.00
Leave Travel Allowance	1,120.00	5,381.00	Hostel Rent Recovery	3,750.00	15,167.00
Bonus/Ex-gratia-AdvancePmt	2,850.00	13,698.00	Membership fees	150.00	750.00
Total	22,528.00	107,317.00	Total	6,230.00	27,189.00
			Net Pay for the month	16,098.00	80,128.00

EPS No.PY/BOM/10088/1900662

(Amount in ₹)

Projected Annual Taxable Income		
Particulars	Year to Date	Projected Amount
Gross Salary	107,317.00	129,645.00
Gross Total Salary		129,645.00
Deductions		51,400.00
Income under the head Salaries		78,245.00
Gross Taxable Income		78,245.00
Chapter VI-A Deductions		10,452.00
Total Taxable Income		67,793.00
Tax to be deducted/(Refund)		0.00

Details of Tax Benefits		
Deductions u/s 16	Maximum	Considered
Standard Deduction	50,000.00	50,000.00
Professional tax		1,400.00
Total		51,400.00
Exemptions u/s 10		Considered
HRA Exemption		0.00
LTA Exemption		0.00
CEA Exemption		0.00
Chik Exemption		0.00
Transport Exemption		0.00
Total		0.00
Chapter VI-A Deductions	Maximum	Considered
80C, 80CCC Deductions [PF, VPF, PPF, LIC, Tuition Fees, Tax Saving MF, Tax Saving FDs, SSY, Housing Loan Principal etc]	150,000.00	10,452.00
80D HIF for self, Spouse, Children	25,000.00	0.00
80D HIF for Parents [INR 25000 in case of Non senior Citizen]	50,000.00	0.00
80CCD (1B) NPS self contribution	50,000.00	0.00
80CCD (2) NPS Employer Contribution	10% of Basic+DA	0.00
80E Interest on higher education Loan	NA	0.00
80U Person with disability [40% INR 75000, 80% INR 125000]	125,000.00	0.00
80DD Person with disability dependent [40% INR 75000, 80% INR 125000]	125,000.00	0.00
80DDB Treatment of Specified disease self/ dependent [INR 40000 in case of Non senior Citizen]	100,000.00	0.00
80TTA interest on savings bank account & others	NA	0.00
Total		10,452.00

Tax on all one time components is deducted on the actual payout at the highest tax slab rate applicable for your taxable income. Applicable Slab rate is determined as per Last month's taxable income + Current month additional/one time Payout.

1548/AUSN1

Atos | Syntel

November 27th, 2019
Miriyam Srilekha

1-14,Radham Bazar,Karedu,Ula Ulavap Mandal,Prak Prak District, Andrapradesh,Pincode:523292,Andhra Pradesh,523292.

Subject: Employment Letter

Dear Miriyam Srilekha,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (AC AC1)** Your total emoluments are **Rs. 340000/-per annum**, and are as described in Annexure A.

You will be on training for a period of one 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. Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate the employment agreement by providing a notice period of three months, or payment of basic pay in lieu of such notice, to the other party

This offer latter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog. If you fail to successfully complete your exams as mentioned above and/or to submit the above mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. This offer is subject to your satisfactory completion of background verification. By accepting this offer, you agree to abide by all Atos Syntel policies and procedures as well as the terms and conditions annexed hereto. Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resources ("HR") representative of Atos Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions /associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Your retention in Company's employment will be subject to your continued medical fitness. Company reserves the right to ask you to undergo background verification/ medical examination if and when considered necessary

You are requested to report for duties in our **Chennai** office, on or before **November 27th, 2019** at 10.00 am.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PVT LTD,

Sujay Puthran
Head - Human Resources & Administration

Encl: Acceptance Copy & Annexure A, Terms and Condition &Checklist **I accept the offer on the stipulated terms and conditions and shall join Atos Syntel on** 27th November 2019 **date and signature** M Srilekha

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Atos | Syntel

Salary Distribution Annexure

Name : Miriyam Srilekha
Designation : Associate Consultant
Band-Grade : AC AC1

	Rs Per Month	Rs Per Annum
Pay and Allowance		
Basic Pay	10033	120400
House Rent Allowance	5017	60200
Special Allowance	4830	57960
City Allowance	1003	12040
Bonus	2400	28800
Co.'s Contribution to Provident Fund	1600	21600
Transport Allowance	1600	19200
Medical Allowance	1250	15000
Reimbursements and Other Benefits		
Leave Travel Assistance		4800
Total Fixed Compensation		335200
Annual Cost to Company (CTC)		**340000**

Notes:

1. Details of Reimbursement would be outlined in the Employee Handbook
2. All Payments are subject to appropriate taxation
3. The salary structure is liable for modification from time to time
4. Company's Contribution to the Provident Fund is Rs. 1800 /- per month

For SYNTEL PVT LTD.

Sujay Puthran
Head - Human Resources & Administration

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Syntel Private Limited
Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF MARCH 2020

EMP NO	: 5065221	PF. NO	: MH/KAN/41505/5031436
NAME	: Miriyam Silekha	PAY GROUP	: PAY GROUP 1
DESIGNATION	: Associate Consultant	ESI NO	:
UAN	: 101506768483		

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic	10033.00	Provident Fund	1800.00	COST CENTRE	:
House Rent Allowance	5017.00	Samarpan-Syntel Emp Welfare	50.00	DATE OF JOINING	: 27/11/2019
Bonus	2400.00			DATE OF BIRTH	: 31/08/1997
Transport Allowance	1600.00			STANDARD DAYS	: 31
Medical Allowance	1250.00			DAYS WORKED	: 31
City Tier Allowance	1003.00			LOCATION	: Chennai
Special Allowance	4833.00			PAN	: CUHPM8851L
				RESIDENTIAL STATUS	: ROR
				PAYMENT	: BANK TRANSFER
				BANK	: -
				A/C No.	: 2097015047[illegible]
Total Earnings Rs.	26133.00	Total Deductions Rs.	1850.00	Net Payment Rs.	24283.00

Note:

Tue Apr 14 10:46:25 IST 2020 Please Send Your Queries to info@excelsyglobal.com

This document contains confidential information. If you are not the intended recipient,you are not authorized to use or disclose it in any form if you have received this in error please destroy it along with any copies and notify the sender immediately.

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Dear Morla Seethamahalakshmi,

Congratulations! We are pleased to confirm your joining at Atos Syntel as per the details mentioned in this email.

As we welcome you to be a part of Atos Syntel, we request you to kindly go through the details and guidelines on the joining formalities to ensure that you have a smooth on-boarding experience with Atos Syntel.

Date of Joining: 11th March 2020, Wednesday

Reporting Time: 9:00 AM

Dress Code: Business formals

Joining Location: Chennai

Work Location Address:

Atos Syntel Pvt. Ltd.

Atos SYNTEL Pvt. Ltd., SEZ Unit,

Plot. H7 & H8, SIPCOT IT Park,

Siruseri, Chennai – 603103

Direction Map: https://goo.gl/maps/9eqZpb7wn9jr59hg9

Important Instructions

Please read the instructions mentioned in the attached joining kit carefully.

- You will be covered under the "Atos Syntel Induction Program" on your date of joining. Please ensure that you arrive on time at the induction venue
- As per policy, outstation candidates can avail the guest house accommodation facility if required, for a period of **seven calendar days** only; details of place of accommodation will be sent soon
- All outstation candidates are advised to be at their joining location a day in advance to avoid any delays and hence your guest house bookings are accordingly made
- You need to submit your PAN card on the date of joining. This is an important document for processing your pay. In case you do not hold a PAN card, you are required to mandatorily apply for the same before joining and submit the "Acknowledgement Copy" on your date of joining
- It is mandatory to carry all the documents mentioned in the attachment on your date of joining, for completing your joining formalities
- The allocated joining location is definite and the date of joining is non-extendable
- Read about Atos Syntel on www.atos.syntel.net

Looking forward to your on-boarding and wishing you a wonderful career with Atos Syntel.

-

Important note:

- Failing to join us on mentioned date of joining - 11th March 2020 will result in your earlier **"Letter of Intent (LOI)"** issued to you stands cancelled

For any queries please reach out to campushelpdesk@syntelinc.com

Warm Regards,

Print Save to OneDrive

Syntel Private Limited

Unit No 112 Seepz,

Andheri (East)

PAYSLIP FOR THE MONTH OF APRIL 2020

EMP NO	[illegible]	PF NO	[illegible]
NAME	[illegible]	PAY GROUP	SPI
DESIGNATION	Associate Consultant	EE NO	
UAN	[illegible]		

EARNINGS	Rs.	DEDUCTIONS	Rs.	COST CENTRE	
Basic Hills	[illegible]	Provident Fund	[illegible]	DATE OF JOINING	[illegible]
Statutory Bonus	[illegible]	Professional Tax	[illegible]	DATE OF BIRTH	[illegible]
HRA Fund	[illegible]	Samarpalo Syntel Emp Welfare	[illegible]	STANDARD DAYS	[illegible]
Adjustable Allowance	[illegible]			DAYS WORKED	[illegible]
				LOCATION	Chennai
				PAN	[illegible]
				RESIDENTIAL STATUS	[illegible]
				PAYMENT	BANK TRANSFER
				BANK	HDFC BANK
				A/C No.	[illegible]
Total Earnings Rs.	[illegible]	Total Deductions Rs.	[illegible]	Net Payment Rs.	[illegible]

Note:

Thu Apr 30 [illegible] 2020 Please Send Your Queries to info@[illegible]

This document contains confidential information. If you are not the intended recipient you are not authorised to use or disclose it in any form if you have received this in error please destroy it along with any copies and notify the sender immediately.

15_E2

Gmail

durga arumalla <thanvigec@gmail.com>

Fwd: Infosys Lex platform for Campus Recruits

1 message

Srikanth Marturi <srikanth955323@gmail.com> Sun, Jul 7, 2019 at 9:09 AM
To: Thanvigec@gmail.com

---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu 31 Jan, 2019, 11:23
Subject: Infosys Lex platform for Campus Recruits
To: srikanthmarturi007@gmail.com <srikanthmarturi007@gmail.com>, srikanth955323@gmail.com <srikanth955323@gmail.com>

cid:image001.jpg@01D46C74.77986830

Dear Morturi ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment,** you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

15-5E2

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Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** srikanthmarturi007@gmail.com
- **Password: 3GWLjvP_**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)
VP - Talent Acquisition
Infosys Limited

Infosys
Navigate your next

HRD/3T/19-20/12927145

Mr. Morturi Srikanth
Candidate ID: 12927145
Dr.No:2-28/A,
Bc Colony, Peridepi
Kondapi - 523273
Andhra Pradesh
India
Ph: (91) 95532 36447

July 30, 2019

Dear Morturi,

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

Digitally signed by RICHARD LOBO
Date: 2019.07.30 15:57:11 +05:30
Reason: Offer Letter
Location: Bangalore

Infosys
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HRD/3T/19-20/12927145

July 30, 2019

Mr. Morturi Srikanth
Candidate ID: 12927145
Dr.No:2-28/A,
Bc Colony, Peridepi
Kondapi - 523273
Andhra Pradesh
India
Ph: (91) 95532 36447

Dear Morturi,

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 **February 17, 2020.**

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, 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 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Infosys
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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 name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

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

askus@infosys.com
www.infosys.com

Infosys Limited, Bangalore

Salary Slip for the month of January 2020

Name : Morturi Srikanth
Designation : Systems Engineer Trainee

Employee No	1084493	PF No	PY/BOM/10088/450066
Location	STP1, Mysore	UAN	
Personal Level	1	Bank A/C No	142801548090

Total Payable Work days	India	Overseas	LOP	Secondment
26.00	26.00	0.00	0.00	0.00

(Amount in ₹)

Earnings			Deductions		
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
Basic Salary	12,581.00	12,581.00	PF Contribution	1,510.00	1,510.00
House Rent Allowance	1,502.00	1,502.00	Professional Tax	200.00	200.00
Medical Allowance	939.00	939.00	Infosys Welfare Trust	500.00	500.00
Transport Allowance	375.00	375.00	Hostel Rent Recovery	1,242.00	1,242.00
Leave Travel Allowance	939.00	939.00	Membership Fees	150.00	150.00
Bonus/Ex-gratia (Advance/Pro)	2,390.00	2,390.00			
Total	18,726.00	18,726.00	Total	3,602.00	3,602.00
			Net Pay for the month	15,124.00	15,124.00

15_5E3

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18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Mukku Sowmya,
Syntellect ID: SBE1902479

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

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The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

20/03/19

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Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Mukku Sowmya			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

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ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills - your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

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EMPLOYMENT CONTRACT

EMPLOYER

Syntel Private Ltd (hereinafter referred to as the "Company", "We" or "Our") having its Registered Office at Syntel Private Ltd, Unit No. 112, SDF IV, SEEPZ, Andheri (E), Mumbai, Maharashtra, PIN - 400096, a member of Atos Syntel group of companies.

EMPLOYEE

Sowmya Mukku (hereinafter referred to as "You" or "Your") permanently residing at 20 /26 -1, Dealers Street, KARMIKA NAGAR, Gudiwada, VIJAYAWADA, Andhra Pradesh, PIN - 521301.

1. Date of Joining	:	02/17/2020
2. Reporting Time on Date of Joining	:	10:00 am
3. Job Title	:	Associate Consultant
4. Band Grade	:	AC AC1
5. Location	:	Chennai office

You shall be governed by the following Terms and Conditions of Service during the employment with the Company, and these Terms and Conditions will be subject to amendments from time to time. These Terms and conditions of this Employment Contract, any other agreement signed with the Company or with any member of Atos Syntel group of companies and any other Policies and guidelines that are provided by the Company in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, Policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications by the Company shall all be termed as "Terms of Employment" and you shall abide by the same at all times during the term of employment and beyond to the extent such terms survive the employment term.

Terms and Conditions

1 Statement of Facts

The appointment is being made based on your application and in reliance of the contents of your resume and other information provided by you during the course of interview and mutual discussions. Any misleading, incorrect or fraudulent information provided by you, shall result in termination of employment forthwith at the sole discretion of the Company and you shall be liable to fully indemnify the Company for any losses suffered by the Company in this regard which shall be without prejudice and in addition to any other action/legal proceeding that the Company may take against you.

2 Work Related

2.1 You will devote your full time and attention to the duties assigned by the Company and shall not undertake any direct/ indirect business/ work/ assignment etc. whether full or part time and whether for any consideration or not, during the term of your employment (including any Notice Period. "Period of Notice" is defined in Section 16) without the prior written permission of the Company.

Syntel Private Limited
Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF APRIL 2020

EMP NO	5067544	PF NO	MHMUAN/41505/5003143
NAME	Sowmya Mukka	PAY GROUP	SPL
DESIGNATION	Associate Consultant	ESI NO	
UAN	101573472384		

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic New	10033.00	Provident Fund	1800.00	COST CENTRE	
Statutory Bonus	2400.00	Professional Tax	200.00	DATE OF JOINING	17/02/2020
HRA Fixed	5017.00	Samarpan-Syntel Emp Welfare	50.00	DATE OF BIRTH	26/03/1998
Adjustable Allowance	9583.00			STANDARD DAYS	30
				DAYS WORKED	30
				LOCATION	Chennai
				PAN	JCDPS1760R
				RESIDENTIAL STATUS	ROR
				PAYMENT	BANK TRANSFER
				BANK	ICICI
				A/C No	2697011596326
Total Earnings Rs.	26033.00	Total Deductions Rs.	2056.00	Net Payment Rs.	24476.00

Note:

Thu Apr 30 20:08:02 IST 2020 Please Send Your Queries to info@excelityglobal.com

This document contains confidential information. If you are not the intended recipient,you are not authorized to use or disclose it in any form.If you have received this in error,please destroy it along with any copies and notify the sender immediately.

15481ACSEC

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EMPLOYMENT CONTRACT

EMPLOYER

Syntel Private Ltd (hereinafter referred to as the "Company", "We" or "Our") having its Registered Office at Syntel Private Ltd, Unit No. 112, SDF IV, SEEPZ, Andheri (E), Mumbai, Maharashtra, PIN - 400096, a member of Atos Syntel group of companies.

EMPLOYEE

Jahnavi Mulpuri (hereinafter referred to as "You" or "Your") permanently residing at 9 1 1942, Ramalayam Street, GUDLAVALLERU KRISHNA DT, 521356, VIJAYAWADA, Andhra Pradesh, PIN - 521356.

1. Date of Joining	:	02/17/2020
2. Reporting Time on Date of Joining	:	10:00 am
3. Job Title	:	Associate Consultant
4. Band Grade	:	AC AC1
5. Location	:	Chennai office

You shall be governed by the following Terms and Conditions of Service during the employment with the Company, and these Terms and Conditions will be subject to amendments from time to time. These Terms and conditions of this Employment Contract, any other agreement signed with the Company or with any member of Atos Syntel group of companies and any other Policies and guidelines that are provided by the Company in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, Policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications by the Company shall all be termed as "Terms of Employment" and you shall abide by the same at all times during the term of employment and beyond to the extent such terms survive the employment term.

Terms and Conditions

1 Statement of Facts

The appointment is being made based on your application and in reliance of the contents of your resume and other information provided by you during the course of interview and mutual discussions. Any misleading, incorrect or fraudulent information provided by you, shall result in termination of employment forthwith at the sole discretion of the Company and you shall be liable to fully indemnify the Company for any losses suffered by the Company in this regard which shall be without prejudice and in addition to any other action/legal proceeding that the Company may take against you.

2 Work Related

2.1 You will devote your full time and attention to the duties assigned by the Company and shall not undertake any direct/ indirect business/ work/ assignment etc. whether full or part time and whether for any consideration or not, during the term of your employment (including any Notice Period. "Period of Notice" is defined in Section 16) without the prior written permission of the Company.

15-5E5

Syntel Private Limited

Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF MARCH 2020

EMP NO	5067650	PF NO	
NAME	Jahnavi Mulpuri	PAY GROUP	PAY GROUP 1
DESIGNATION	Associate Consultant	ESI NO	
UAN			

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic	10033.00	Provident Fund	2936.00	COST CENTRE	
Arrear Basic	4498.00	Professional Tax	315.00	DATE OF JOINING	17/02/2020
Arrear House Rent Allowance	2249.00	Samarpan-Syntel Emp Welfare	50.00	DATE OF BIRTH	18/08/1998
House Rent Allowance	5017.00			STANDARD DAYS	31
Bonus	2400.00			DAYS WORKED	44
Arrear Bonus	1076.00			LOCATION	Chennai
Transport Allowance	1600.00			PAN	ETLPM6447L
Arrear Transport Allowance	717.00			RESIDENTIAL STATUS	ROR
Medical Allowance	1250.00			PAYMENT	BANK TRANSFER
Arrear Medical Allowance	560.00			BANK	ICICI
City Tier Allowance	1453.00			A/C No.	054001512021
Special Allowance	4830.00				
Arrear Special Allowance	2165.00				
Total Earnings Rs.	37848.00	Total Deductions Rs.	3301.00	Net Payment Rs.	34547.00

Note:

Tue Apr 14 10:51:04 IST 2020 Please Send Your Queries to info@excelityglobal.com

This document contains confidential information. If you are not the intended recipient you are not authorized to use or disclose it in any form. If you have received this in error please destroy it along with any copies and notify the sender immediately

15481A05E6 E6

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Mungandi Siva Sai,
Syntellect ID: SBE1902085

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

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The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

15481A05E

Infosys®
Navigate your next

HRD/3T/19-20/12927337

Mr. Nadakuditi Sai Teja
Candidate ID: 12927337
41-30/4-11

Vijayawada - 520013
Andhra Pradesh
India
Ph: (91) 81433 34441

September 6, 2019

Dear Nadakuditi,

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

Digitally signed by RICHARD LOBO
Date: 2019.09.06 11:05:54 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Infosys
Navigate your next

HRD/3T/19-20/12927337

September 6, 2019

Mr. Nadakuditi Sai Teja
Candidate ID: 12927337
41-30/4-11

Vijayawada - 520013
Andhra Pradesh
India
Ph: (91) 81433 34441

Dear Nadakuditi,

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 **January 6, 2020.**

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, 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 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Infosys®
Navigate your next

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 name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

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

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Nadakuditi Sai Teja**
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)	12,000 (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. Nadakuditi Sai Teja
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 (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an 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)	12,000 (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

15481A05E9

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 Release Date:January 14, 2020

Akshitha Nagadesi

Andhra Pradesh, India, 520004

Sub: Offer & Appointment Letter

Dear Akshitha Nagadesi,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on January 30, 2020 at **9:00 A.M** at the following address, **Noida-Sec-60, A8-9.** 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 and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD. - IOMC**. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer cum appointment letter and appended annexure(s).

Your Total Compensation will be INR 2.60 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

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.

SIGNATURE OF EMPLOYEE:

HCL

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

You need to have cleared all the subjects & should be a pass out of **2019 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

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 TECH LTD. - IOMC**. will stand withdrawn without any liability.
Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL TECH LTD. - IOMC

Authorized Signatory

Amrita Das

Vice President, Head-Global Rewards

SIGNATURE OF EMPLOYEE:

15481A03H1

Cognizant

Ref No: 14115413

30-Dec-2019

Jojirani Kolukurthi

Dear Jojirani,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your Annual Total Compensation will be **Rs.180,003**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

We request you to join us on or before **13-Jan-2020**.

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
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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 your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Suresh Bothavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Jojirani Nalukurthi **Designation:** Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA @60% of basic*	2600	31,200
3	Company's contribution of PF #	1114.285714	13,371
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	2412	28,944
6	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	374	4,488
	Annual Gross Compensation		**180,003**
	Annual Total Compensation		**180,003**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		**196,003**

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

- 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
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a 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

** 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

Cognizant Technology Solutions India Private Ltd

Payslip for the month of June 2020

Financial Period 2020-2021

Private & Confidential

Associate Information			
Ms. Jojirani Nalukurthi			
Associate Id	846443	Location	DLF (DLF) Block 2 & 3 SEZ
Designation	Process Executive - Data	PAN	[redacted]
Gender	Female	Bank A/C	[redacted]
Date Of Joining	03-Jan-2020	ESI Number	[redacted]
PF A/C	TN/MAS/21309/181/241	Status	Salary Credited
UAN	101555972314	Available Calendar Days	30
SA Policy No	-	Paid Days	30
SA LIC ID	-	Loss of Pay Days	0

Earnings	Amount	Deductions	Amount
Basic	6,500	ESI	109
House Rent Allowance	2,600	Profession Tax	0
Conveyance Allowance	0	Provident Fund-Employee Contribution	945
Medical Allowance	0	TDS	0
Special Allowance	2,576		
Shift Allowance-payout	2,739		
Advance Statutory Bonus	2,000		
(A) Total Earnings	**16,415**	**(B) Total Deduction**	**1,054**

Net Salary = (A) - (B)	**15,361**

Attested

15481A05F2

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

20-Nov-2019

Nanjala Navya

C8370529

2-93,sobbala,gampalagudem mandal,krishna district,tiruvur,andhra pradesh,pin code 521403

9014245183

Dear **Nanjala,**

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - 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 with an aggregate of 65% or 6.5 CGPA or more, 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.

Pre-joiner-Learning Module: 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 (Hereinafter" 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 which are reiterated as under:

Reference Id: f014ff05-ae0b-4d1a-a6ba-e525769aad2b_1
Signed By: Mohan Sekhar

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment 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.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.

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-Joiner 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-joiner program 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.

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 above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

After accepting this Offer, we encourage you visit Countdown to the Company - http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This online, 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,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

accenture

High performance. Delivered.

Accenture Solutions Pvt Ltd

Payslip For APRIL 2020

Personnel No.	11639994	**Name**	Nanjala Navya
Bank	HDFC	**Bank A/c No.**	50100330942584
DOJ	23/Dec/2019	**LOP Days**	0
PF No.	MH/BAN/45665/1287959	**STD Days**	30
Location	Hyderabad	**Worked Days**	30
Department	ATCI	**Career Level**	12
Facility	Hyderabad - HDC4A	**Entity**	ATCI
PF – UAN	101553963828		

Earnings	Amount in Rs.	Deductions	Amount in Rs.
BASIC	15,000.00	PROVIDENT FUND	1,800.00
HOUSE RENT ALLOWANCE	7,500.00	PROFESSIONAL TAX	200.00
ADHOC ALLOWANCE	4,283.00		
MISCELLANEOUS ALLOWANCE	3,333.00		
GROSS EARNINGS	**30,116.00**	**GROSS DEDUCTIONS**	**2,000.00**
	NET PAY	**28,116.00**	

** This is a computer generated payslip and does not require signature and stamp.

15-5R3

Atos | Syntel

EMPLOYMENT CONTRACT

EMPLOYER

Syntel Private Ltd (hereinafter referred to as the "Company", "We" or "Our") having its Registered Office at Syntel Private Ltd, Unit No. 112, SDF IV, SEEPZ, Andheri (E), Mumbai, Maharashtra, PIN - 400096, a member of Atos Syntel group of companies.

EMPLOYEE

Saitejaswi Nannapaneni (hereinafter referred to as "You" or "Your") permanently residing at Dno 2 47, Lakshmipuram, TIRUVURU MANDAL, Krishna District, VIJAYAWADA, Andhra Pradesh, PIN - 521356.

1. Date of Joining	:	02/17/2020
2. Reporting Time on Date of Joining	:	10:00 am
3. Job Title	:	Associate Consultant
4. Band Grade	:	AC AC1
5. Location	:	Chennai office

You shall be governed by the following Terms and Conditions of Service during the employment with the Company, and these Terms and Conditions will be subject to amendments from time to time. These Terms and conditions of this Employment Contract, any other agreement signed with the Company or with any member of Atos Syntel group of companies and any other Policies and guidelines that are provided by the Company in the Human Resources (herein referred as "HR") Portal or as a part of the HR Policy, Information Security Policy, Policy on non-compete, confidentiality and data protection, and any other directive whether issued by way of emails or written notifications by the Company shall all be termed as "Terms of Employment" and you shall abide by the same at all times during the term of employment and beyond to the extent such terms survive the employment term.

Terms and Conditions

1 Statement of Facts

The appointment is being made based on your application and in reliance of the contents of your resume and other information provided by you during the course of interview and mutual discussions. Any misleading, incorrect or fraudulent information provided by you, shall result in termination of employment forthwith at the sole discretion of the Company and you shall be liable to fully indemnify the Company for any losses suffered by the Company in this regard which shall be without prejudice and in addition to any other action/legal proceeding that the Company may take against you.

2 Work Related

2.1 You will devote your full time and attention to the duties assigned by the Company and shall not undertake any direct/ indirect business/ work/ assignment etc. whether full or part time and whether for any consideration or not, during the term of your employment (including any Notice Period. "Period of Notice" is defined in Section 16) without the prior written permission of the Company.

15-5F3

15481ACOPY

Infosys
Navigate your next

HRD/3T/19-20/12927272

Mr. Nedunuri Sai Charan
Candidate ID: 12927272
1-202
Society Street
Kunavaram - 533289
Andhra Pradesh
India
Ph: (91) 70365 94209

September 5, 2019

Dear Nedunuri,

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

15-5F6

Tech Mahindra Limited
Infocity, Hatech 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

Tech Mahindra

1740190/ ELTP- Nexwave / 2019 **11-Sep-2019**

Subject: Letter of Intent

Dear Bhargav Nimmagadda,

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,
- Complete a specifically designed certification course at **Nexwave Talent Management Solutions Pvt Ltd**. at your own cost, which shall not be reimbursed by Tech Mahindra, and
- You have successfully passed an '**Assessment**' that would be conducted by Tech Mahindra after completion of the aforesaid **Nexwave's** specially designed certification course with min of 70% marks. You are entitled to a maximum of **Two (02) chances** for you to appear in this 'Assessment'.
- You have successfully cleared both technical and HR interview that would be conducted by Tech Mahindra

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, 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.

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

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on **Campusjoining@techmahindra.com**

This Letter of Intent shall cease to be valid on **25th December 2019** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,

Head - Resource Management Group

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

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CIN L64200MH1986PLC041370

Tech Mahindra

Annexure – A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	**Rs. (Per Annum)**
Basic (@30% of Total Fixed Pay)	67,712
HRA (@50% of Basic Pay)	33,856
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,125
Flexible Components of TFP ^	92,013
Total Fixed Pay (Per Annum)	**2,25,706**
Total Variable Pay (TVP) (Per Annum) (*)	25,079
Total .....(A)	**2,50,785**
Additional Benefits .....(B)	**9,215**
Gratuity	3,257
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) ------(A) + (B)	**2,60,000**
^ Under the 'Flexible Benefits Plan', 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	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) **Gratuity** : As per Payment of Gratuity Act	
ii)**Insurance** **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

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Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Tech Mahindra

Annexure – B

Total Cost to Company (TCC) (Per Annum)	3,25,000
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@30% of Total Fixed Pay)	85,037
HRA (@50% of Basic Pay)	42,519
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10,204
Flexible Components of TFP ^	1,21,695
Total Fixed Pay (Per Annum)	**2,83,455**
Total Variable Pay (TVP) (Per Annum) (*)	31,496
Total .....(A)	**3,14,951**
Additional Benefits .....(B)	**10,049**
Gratuity	4,091
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) ------(A) + (B)	**3,25,000**
^ Under the 'Flexible Benefits Plan', 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	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400

Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.

(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) **Gratuity :** As per Payment of Gratuity Act

ii) Insurance
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **INR 20 lakhs** to the beneficiary on the unfortunate death of the associate

b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **INR 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **INR 2 lakhs**.

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **INR 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.

5F7

Gmail

durga arumalla <thanvigec@gmail.com>

Fwd: Infosys Lex platform for Campus Recruits

1 message

mandava sai <mandavasai22@gmail.com> Sun, Jul 7, 2019 at 9:22 AM
To: durga arumalla <thanvigec@gmail.com>

---------- Forwarded message ---------
From: **pravallika reddy** <nlakshmipravallika@gmail.com>
Date: Sun, 7 Jul 2019, 8:31 am
Subject: Fwd: Infosys Lex platform for Campus Recruits
To: mandava sai <mandavasai22@gmail.com>

---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu, 31 Jan 2019, 11:06 am
Subject: Infosys Lex platform for Campus Recruits
To: nlakshmipravallika@gmail.com <nlakshmipravallika@gmail.com>, pravallikareddy1434@gmail.com <pravallikareddy1434@gmail.com>

cid:image001.jpg@01D46C74.77986830

Dear Nusum ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment,** you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion

15-5F7

Dear Nusum ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** nlakshmipravallika@gmail.com
- **Password: zbA9fljs**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)
VP - Talent Acquisition
Infosys Limited

Infosys
Navigate your next

HRD/3T/19-20/12927346

Ms. Nusum Lakshmi Pravallika
Candidate ID: 12927346
2-6A,Rice Mill Street
Madhavaram,Tallur Mandal,Prakasam District
Ongole - 523264
Andhra Pradesh
India
Ph: (91) 91001 44236

July 08, 2019

Dear Nusum,

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

Digitally signed by RICHARD LOBO
Date: 2019.07.08 19:40:38 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Name: [illegible]
Designation: Systems Engineer

Employee No	[illegible]	PF No	[illegible]
Location	[illegible]	LAN	[illegible]
Personal Email	[illegible]	Bank A/C No	[illegible]

Total Payable Value (Rs)	Gross	Deductions	LTP	Reimbursement
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

(Amount in ₹)

Earnings			Deductions		
Particulars	Current Period	Year to Date	Particulars	Current Period	Year to Date
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
Total	[illegible]	[illegible]	Total	[illegible]	[illegible]
			Net Pay for the month	[illegible]	[illegible]

[illegible]

Infosys

Projected Annual Tax Statement - March 2009

Name: [illegible]
Designation: Systems Engineer

(Amount in ₹)

Projected Annual Taxable Income		
Particulars	Year to Date	Projected Amount
[illegible]	[illegible]	[illegible]

Details of Tax Benefits		
Deductions (in ₹)	Maximum	Calculated
[illegible]	[illegible]	[illegible]
Total		[illegible]
Deductions (in ₹)		Calculated
[illegible]		[illegible]
Total		[illegible]
Chapter VI-A Deductions	Maximum	Calculated
[illegible]	[illegible]	[illegible]
Total		[illegible]

[illegible]

15481A05F8

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear P Venkata Prashanth,

Syntellect ID: SBE1902769

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Gmail

pv prashanth <pvprashanth030@gmail.com>

Atos Syntel Joining mail Intimation | Joining kit

campusbgv@atos.net <campusbgv@atos.net> Wed, Feb 12, 2020 at 7:26 PM
To: "pvprashanth030@gmail.com" <pvprashanth030@gmail.com>

Atos | Syntel

Dear P Venkata Prashanth,

Congratulations! We are pleased to confirm your joining at Atos Syntel as per the details mentioned in this email.

As we welcome you to be a part of Atos Syntel, we request you to kindly go through the details and guidelines on the joining formalities to ensure that you have a smooth on-boarding experience with Atos Syntel.

Date of Joining: 17th February 2020, Monday

Reporting Time: 9:00 AM

Dress Code: Business formals

Joining Location: Chennai

Work Location Address:

Atos Syntel Pvt. Ltd.

Atos SYNTEL Pvt. Ltd., SEZ Unit,

Plot. H7 & H8, SIPCOT IT Park,

Siruseri, Chennai – 603103

Direction Map: https://goo.gl/maps/9aqZpb7ws9jr59hg9

Important Instructions

Please read the instructions mentioned in the attached joining kit carefully.

Syntel Private Limited
Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF APRIL 2020

EMP NO	: 5067659	PF. NO	: MH/KAN/41505/5033268
NAME	: Prashanth Padarthi	PAY GROUP	: SPL
DESIGNATION	: Associate Consultant	ESI NO	:
UAN	: 101516988435		

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic	-173.00	Provident Fund	1800.00	COST CENTRE	:
Basic New	10033.00	Professional Tax	208.00	DATE OF JOINING	: 17/02/2020
Statutory Bonus	2400.00	Samarpan-Syntel Emp Welfare	50.00	DATE OF BIRTH	: 28/08/1998
HRA	-86.00			STANDARD DAYS	: 30
Bonus	-41.00			DAYS WORKED	: 29.5
HRA Fixed	5017.00			LOCATION	: Chennai
Transport Allowance	-26.00			PAN	: EHEPP3584D
Medical Allowance	-22.00			RESIDENTIAL STATUS	: ROR
City Tier Allowance	-17.00			PAYMENT	: BANK TRANSFER
Special Allowance	-83.00			BANK	: ICICI
Adjustable Allowance	9083.00			A/C No.	: 269701506337
Total Earnings Rs.	26083.00	Total Deductions Rs.	2058.00	Net Payment Rs.	24025.00

Note:

Thu Apr 30 20:09:09 IST 2020 Please Send Your Queries to info@excelityglobal.com

This document contains confidential information. If you are not the intended recipient,you are not authorized to use or disclose it in any form.If you have received this in error,please destroy it along with any copies and notify the sender immediately.

15481AD5F7

CGI

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
May 29, 2019

Mr.Padidapu Ramakrishna
1-100
Gandhinagar
Mirayampalle
Prakasam.

Dear Padidapu,

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 325,008/-**.

You are requested to report at our **Bangalore** office on **May 30, 2019.** Your appointment will be effective on your joining date. If you do not confirm your acceptance, 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. The above mentioned date of joining will be confirmed only on receipt of your acceptance to the above email-Id on or before **May 29, 2019**
- 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
- This appointment will be based on your agreement to serve the company for a period of two years effective your date of joining. On joining, you will have to sign the Employment Agreement with the company
- This offer is conditional upon your having a valid passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Being part of consulting organization, it is your responsibility to monitor the validity of your passport and renew it in advance. CGI will help you with relevant certificates required for the renewal. Should you be denied a passport, or if you are otherwise unable to produce a copy of your passport, CGI shall be entitled to terminate your employment. It is a condition of your employment that you have a valid passport at all times
- During your employment with CGI, you may get opportunities to work on multiple platforms/skills at the sole discretion of CGI. CGI encourages and appreciates flexibility to work on different technologies
- You will be eligible for a performance review or a salary revision as per company policy

Contd...2...

CGI

- Your initial posting will be in **Bangalore**. However, your services are transferable anywhere in India as also anywhere abroad within the CGI group of companies. In case your services are transferred to any of our group companies, you are required to abide by the rules and regulations pertaining to that company. You will carry out your duties as per the instructions of your superiors from time to time

- Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential and should not be shared with anyone

- **Code of conduct:** You will abide by the applicable rules and regulations in force from time to time and will also be required to sign and abide by the **Code of ethics** and conduct as elucidated by the company as part of your performance appraisal process. Any breach of the guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation

  a) You will not carry on any business or enter for any part of your time in any capacity in the services of other person or persons and company or companies. You will devote your whole time and attention to your duties to promote the interests of CGI and you will not utilize or divulge to any person or persons any of our trade secrets or confidential information

  b) In the course of your employment with CGI, you shall not, without the previous written consent of CGI and which consent CGI may in its absolute discretion and without assigning any reason therefore withhold and/or refuse to accord directly and/or indirectly solicit and/or engage in the collection and donations for any trust or other organizations and/or institutions for charitable work and/or any other purposes and person/s and/or bodies corporate/institutions with whom you come into contact and/or have dealings with in the course of employment with CGI

  c) During your employment with CGI and perpetually thereafter, you will not transmit, disclose or otherwise use confidential information related to CGI, to any unauthorized person, except as may be required in the course of discharging your duties in connection with CGI's business. Confidential information includes, but is not restricted to CGI's client names, the nature of our projects and all other technical and client related information. This information is not to be divulged to ANYBODY, including family, friends, and especially others in the same or similar competing businesses. Information pertaining to CGI operations and intellectual property is confidential and you will sign a Confidentiality and Non-Disclosure Agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof

  d) For the purpose of representing and improving the company's brand image and being able to interact with senior level decision makers in the industry in a satisfactory manner, you are required to follow the following norms:

     i. Maintain complete confidentiality and high level of integrity in all your actions performed on behalf of the company
     ii. Practice high level of professionalism in business etiquettes, selection of attire, choice of language in conversation and documents, meeting commitments and in overall conduct
     iii. Besides, you shall help in maintaining congenial, disciplined, participative and supportive work environment to encourage team spirit and high performance standards

  e) All software developed by you and/or by the team of which you are a part, shall belong exclusively to the company. The company has the exclusive right over the intellectual property. You shall sign all relevant documents in this regard, as required, to assign and/or secure rights in favor of the company

  f) You will be responsible for the safekeeping and return in good condition all the company property, which will be in your use, custody or charge

- **Non-solicitation**: During your period of employment with CGI and for a period of twelve (12) months commencing from the last day of your employment with CGI, you will not directly or indirectly: (i) solicit any employee of CGI to terminate his/her employment with CGI, or to accept any other employment; and/or (ii) solicit or do business with any clients or customers or potential clients or customers of CGI with whom you have had dealings during the last twelve (12) months of your employment with CGI

Contd...3...

CGI

- **Communication:** Please approach your immediate supervisor for any queries pertaining to project or organization related concerns, suggestions which you may have from time to time. In addition, the HR team is always available to discuss any of your needs or suggestions

- **Shift:** You shall have no objection to work on shift / staggered duty in case business warrants that. Please note that it is management's prerogative to decide which member will work on shift and management's decision in this regard will be final. Your project will also decide the shift allowance that will be payable and will be based on project requirement. This will be governed by the existing Shift Allowance Policy

- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy

- **Unauthorized absence from work**: Your unauthorized absence from work for a continuous period of more than three days without leave or obtaining your manager's approval will be treated as absconding from duty, triggering disciplinary action. In the event, that you do not report for work within eight days from the date of unauthorized absence it will be treated as "voluntary abandonment of service" and it shall be deemed you are no longer interested in the employment and your employment will be terminated. In such an event you shall be liable to refund the salary in lieu of shortfall in notice period and other dues payable to the company, as specified

- **Termination of employment:** Your services may be terminated at any time giving **two month's** or **two month's salary in lieu of notice period,** in writing by either side. Whilst the company reserves the right to release you upon your resignation prior to conclusion of your notice period with or without paying notice pay for the balance notice period, decision to allow notice pay in lieu of notice is at the sole discretion of the management. If you decide to leave without completing due notice and handing over formalities as per the requirement of CGI; you will not be eligible to get any certificates which indicate employment with CGI immediately or in future. No references will be entertained from any authority/institution seeking details of your case. In case of your departure without completing the hand-over procedure as per the then prevailing policy of the company, you shall be considered to be in the continued employment of the company without pay and shall continue to be bound to the terms of this letter and the terms of the agreements signed by you. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect

- You may be assigned to certain engagements that require Knowledge Transfer from client/other BU's/members within the engagement. During assignment or after obtaining such Knowledge Transfer, you are required to serve the stipulated rotation period. This is in addition to the notice period requirement mentioned above

- **Non-Competition:** During the term of your employment with CGI, you shall not directly or indirectly compete with CGI in any manner whatsoever

- **Restriction of Employment with Client/Customer:** For a period of twelve (12) months following the end of your employment with CGI, you agree not to, directly or indirectly, as employee, consultant or otherwise, work for or provide services to clients or customers to whom you provided services on CGI's behalf during the last twelve (12) months of your employment with CGI

- You will keep us informed of any change in your residential address/contact details

- If you leave the organization without completing one (1) year of service on the date of resignation, you will fully reimburse the company, the joining bonus, transition bonus, notice pay and relocation expenses, if any

- It is your responsibility to notify the Company of any changes in your personal information within three working days. It shall also be your responsibility to notify the Company of any legal action or suit, whether in the nature of civil or criminal initiated against you. Failure to notify will result in breach of the appointment terms. All notices shall be considered duly and properly delivered to the address on file with the Company

- You will retire from the services of the Company on attaining the age of superannuation. The retirement age in CGI is sixty (60) years

- The benefits as outlined herein and in CGI policies are subject to change at the Company's discretion. You will be entitled to leaves in accordance with the Company's policy as applicable from time to time

Contd...4...

CGI

- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company including but not limited to documents, machines, data, files, books etc. (including but not limited to leased properties)

- The benefits as outlined herein and in CGI policies are subject to change at the Company's discretion. You will be entitled to leaves in accordance with the Company's policy as applicable from time to time

- We provide support to global customers from various locations in India & abroad to suit customers' differing time needs including 24x7 bases. You may be asked to operate from any of the CGI locations and in any of the shifts, including night shift, at the sole discretion of management, as may be required by the Company keeping in mind business needs and deliverable requirements to customers. Your work schedule will be provided to you by your Manager / Supervisor upon your joining. Your weekly off days may not be on weekends

- You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you

- **Condition of Hire:** Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer)

- Employment credential proofs submitted by you will be subject to background verification as per CGI standards. Successful clearance of background verification is a mandatory requirement for employment confirmation. Unsuccessful clearance of background verification will lead to termination of employment without notice. CGI reserves the right to audit the submitted educational & previous work experience(s) documents at any point of your tenure in CGI, as part of which you are obligated to furnish any/all of such relevant documents on demand. Failure to furnish the same and / or the submitted education & work experience proving to be false or unverifiable as per CGI standards, may lead to termination of employment without notice. The basis of the offer is authentic and verifiable education and work experience as per CGI standards. You are accountable for providing documents that enable appropriate authorities in the relevant educational institution(s) and previous employer Organization(s) to validate your claims. CGI is not liable for the inability of the aforementioned authorities to validate your credentials basis your submissions

- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed any material information; the Company may terminate your services without notice or compensation

- Your designation may be changed at the discretion of the Company depending on the work assigned to you

- Your **Total Experience** will be part of our professional records.

Total Experience	=	Relevant Experience	+	Weighted/ Non-relevant Experience
0.0 Yrs.	=	0.0 Yrs.	+	0.0 Yrs.
Relevant Experience	=	Total number of months the candidate has worked on the skill/role for which the candidate is being hired in CGI		
Weighted Experience	=	A weighted percentage is given to your non-relevant experience, either to your role or skill, for which you are being hired in CGI		

Any and all of the terms and conditions of service may be modified or changed at the Company's discretion. Breach of any one of the conditions will render you liable to termination of your employment without notice.

This letter supersedes all oral or written communication exchanged between you and CGI; prior to the date of this letter and commitments, if any, made during the selection process. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in on all the pages & in the space specified below and return the signed copy to CGI on your boarding day.

Contd...5...

CGI

- **Base Compensation Components:**

Designation : Associate Software Engineer		
Effective : May 30, 2019		
Pay Components	**Monthly (INR)**	**Annual (INR)**
Basic (Inclusive of D.A.)	21,500	258,000
House Rent Allowance	0	0
Flexible Compensation Plan	1,970	23,640
Base Compensation	**23,470**	**281,640**
Provident Fund *Company Contribution*	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	**27,084**	**325,008**

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

  Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:
Flexible Compensaton Plan[-1]: Option includes components like Meal Vouchers, Conveyance, NPS, LTA, Medical Reimbursements etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely
For CGI Information Systems and Management Consultants Pvt. Ltd.,

Sudhir Subbraman
Senior Vice President

I have read the terms and conditions of employment and also the contents of the employment agreement and in token of my acceptance I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Signature & Date

CGI

CGI Information Systems And Management Consultants Private Limited
E-City Tower 2, No.95/1 & 95/2, Electronic City Phase I (West), Bangalore 560 100

Payslip for the month of Jan 2020

Employee No	405894	**Location**	BLR
Name	Padidapu Ramakrishna	**Joining Date**	30 May 2019
Bank Name	HDFC BANK	**Designation**	Associate Software Engineer
Bank Acc.No.	50100287390877	**Total Days**	31
UAN	101468051725	**LOP**	0
PAN No.	EYMPP1571D	**Effective Work Days**	31

Earnings	Rs.	Deductions	Rs.
BASIC	21500	PROVIDENT FUND	2580
SPECIAL ALLOWANCE	4053	PROFESSIONAL TAX	200
		SPP MEM. CONTRIBUTION	767
Total Earnings	**25553**	**Total Deductions**	**3547**

Net Pay : Rs. 22006 (Rupees Twenty Two Thousand Six Only)

This is computer generated document, hence signature is not required.

15481AD561

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182459839/Hyderabad
Date: 09/10/2018

Mr. Satish Reddy Pallapolu
Siva FancyOpposite To Colleege Road,
Gudlavalleru,
Gudivada-523182,
Andhra Pradesh.
Tel# 91-9951162302

Dear Satish Reddy Pallapolu,

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. 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 48 hours, 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 issued 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.

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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 1111 Email: careers@tcs.com

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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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Ref: TCSL/CT20182459839/1233894/Hyderabad
Date: 18 April 2019

MR. SATISH REDDY PALLAPOLU
5-8 Aluru Street,
Ongole, Ongole,
Andhra Pradesh-523182.
Tel# 918790863356

Sub: Joining Letter

Dear Mr. Satish Reddy Pallapolu,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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.

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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

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.

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

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

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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15-561

Gmail

student criteria <studentcriteria.gec@gmail.com>

15

15481A05G1

1 message

satish reddy <satish161918@gmail.com> Wed, Jul 22, 2020 at 11:57 AM
To: "Studentcriteriagec@gmail.com" <Studentcriteriagec@gmail.com>

p%20IND.pdf

Payslip
JUN 2020

TATA
TATA CONSULTANCY SERVICES

MR. SATISH Reddy PALLAPOLU

Employee Details				Payment & Leave Details						Location Details	
Emp No.	1700925			Bank Name	HDFC Bank					Location	SynergyPark-SEZ-I/2
Grade	C1Y	UAN	101454079153	Acc No.	50100283415934					Base Br.	TCS - Hyderabad
PAN	EYUPP0444R			Days paid	30					Depute Br.	TCS - Hyderabad
				Leave Balance	EL	14.77	SL	7.73	CL 1.75	WON/SWON	20080013

Earnings	Arrears	Current	Deductions	Amount
Basic Salary	7,800.00	14,100.00	Provident Fund	1,410.00
House Rent Allowance	5,940.00	7,050.00	Arrears Provident Fund	858.00
Leave Travel Allowance	650.00	1,175.00	Professional Tax	200.00
Personal Allowance	-15,140.00		Health Insurance Scheme Premium	1,888.00
Miscellaneous		910.00		
City Allowance	1,000.00	1,100.00		
Employer PF Payout	78.00	282.00		
Performance Pay	1,800.00	2,600.00		
Total Earnings (Current + Arrears)		29,345.00	Total Deductions	4,356.00

Retirals as on Month end	Provident Fund*
	24,234.00

*Inclusive of provisional Interest

Net Pay 24,989.00

2 attachments

15481A05G1 TCS JOINING LETTER.pdf
213K

1548105G1 TCS Offer Letter.pdf
530K

15481A05G2

being there...

ZEN TECHNOLOGIES LIMITED
Certified CMMI Dev/5, AS9100D, ISO 27001, ISO 14001
Regd. Office : B-42, Industrial Estate, Sanathnagar
Hyderabad – 500 018, Telangana, India
Phone: +91 40 23813281, 23811205, 23811208
Fax No: +91 40 23813694, 23814894
Email: info@zentechnologies.com Website: www.zen.in
Corporate Identity Number : L72200TG1993PLC015939

Ref: ZEN/HR/Offr.Lrs./2018-19

26th Dec 2018

Gopi Pallapu,
S/o Srinu pallapu,
A-56/A,Main Road,
Kondamanjulune,
Prakasam Dist,
Andhra Pradesh,
523261

Offer of Employment

Dear Gopi Pallapu,

1. *Congratulations and welcome to the family of Zenists.*

2. Thank you for showing your interest in joining with us as **Trainee Engineer - Software.** We are pleased to inform you that you have been considered for the above post subject to the following terms:

   (a) Your monthly compensation, calculated on a cost-to-company (CTC) basis will be as discussed during the interview. This is confidential and should not be discussed with others. Your salary break-ups will be given along with your appointment order

   (b) You will be on probation/Internship for a period of **Six months**, and may be extended at the discretion of the management. Within this period your services are liable for termination without assigning any reasons or giving notice.

   (c) You will be required to undergo the medical tests as per the process of company. This offer is subject to your being found medically fit. Your medical examination will be arranged before joining the organization

   (d) Your appointment will also be subject to satisfactory reference checks.

   (e) You will be required to sign certain agreements like Confidential Information, Intellectual Property Protection and Employment Agreement, Employement Contract etc with this organization, which shall be deemed to be part of the terms of your appointment.

   (f) Original certificates are to be deposited with the organization as security.

   (g) Termination of employment :
   i) Your services may be terminated by the company upon giving 30 days notice or pay the net salary of 30 days in lieu of notice period.

being there...

ii) The company shall have a right to terminate the services any time during the employment without paying any compensation or notice for an act of gross misconduct or if your overall performance is not satisfactory.

iii) In the event you want to terminate the services with the company after the completion of mandatory 2 year employment contract, you are required to serve the company with three months notice period or salary in lieu thereof.

(h) You are requested to join us on or before **20th Jan 2019** In the event of you not joining us on or before the said date; the offer will automatically stand withdrawn.

(i) On your day of joining, you are requested to report to HR Department at 09.00 hrs. Please carry the following documents with you:

i. Experience/Salary/Relieving Certificate.
ii. Original Education qualification Certificates
iii. Eight recent passport size colour photos.
iv. Residence Proof
v. Passport Copy & Aadhar Card (DOB should be in **dd/mm/yyyy** format (Mandatory)
vi. Photocopy of Driving License (if held)/PAN Card
vii. Last three month salary slips and bank statement.
viii. Individual passport size photos of spouse and children (in case of married)
ix. Form 16
x. Character & Antecedent Certificate
xi. Aadhar Card copies of all family members
xii. UAN No & ESI IP no (Mandatory if registered previously)

(j) Any declaration or documents furnished by you to the company in connection with this appointment/offer should be factually correct.

3. If the terms and conditions are acceptable to you, please sign and return the duplicate copy of this offer as a token of your acceptance and join for duty on or before **20th Jan 2019** as stated at Para (h) above.

For ZEN TECHNOLOGIES LTD

Authorized Signatory

I Confirm and accept the above and will join on _____

Signature

15-562

ZEN TECHNOLOGIES LIMITED

B 42, INDUSTRIAL ESTATE, SANATHNAGAR,HYDERABAD

Payslip for the month of January 2020

Name:	GOPI PALLAPU [1955]	Bank Name:	HDFC
Join Date:	03 May 2019	Bank Account No.:	50100288485116
Designation:	ENGINEER-SOFTWARE	PF No.:	AP/HYD/0042937/000/0010707
Department:	Software	PF UAN:	101457464752
Location:	B-42, Hyderabad	ESI No.:	
Effective Work Days:	30	PAN No.:	EXSPP7608J
Days In Month:	31	LOP:	1

Earnings	Full	Actual	Deductions	Actual
BASIC	16,154.00	15,633.00	PF	1,800.00
HRA	6,462.00	6,254.00	PROF TAX	200.00
TRANSPORT ALLOWANCE	1,600.00	1,548.00		
MEDICAL	908.00	879.00		
Total Earnings INR	25,124.00	24,314.00	Total Deductions INR	2,000.00

Net Pay for the month (Total Earnings - Total Deductions): **22,314.00**

(Rupees Twenty-Two Thousand, Three Hundred Fourteen Only)

This is a system generated payslip and does not require signature.

Print Date: May 18, 2020 8:39 AM

15_563

Gmail

Mydhili Sunayana <sunayana304@gmail.com>

Offer Of Employment

1 message

Infosys Limited <offers@infosys.com>
To: "sunayana304@gmail.com" <sunayana304@gmail.com>

Fri, Jun 28, 2019 at 7:16 PM

Dear Pamidimukkala Jaya Mydhily Sunayana,

Congratulations once again on your successful participation in our campus recruitment process during the year 2018-2019.

Please find attached the offer of employment with your confirmed date of joining for the role of Systems Engineer at Infosys Ltd. Please note that you are expected to report at the location of training a day prior to your date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us. These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

We will be reaching out to you regularly through various avenues between now and the time you join us. Also, an elaborate communication on the Accommodation and other joining related formalities will be sent to you a couple of weeks before your joining date. We would like to reiterate the fact that this offer of employment with Infosys Ltd. shall be valid only if you fulfill the eligibility criteria specified by us during the time of recruitment.

Academic Eligibility Criteria For Joining

Point 1- The academic eligibility criteria for the Role of a Systems Engineer has already been communicated to you and your college during the selection process. This remains the same at the time of joining (including your final semester result, if the results have been published)

All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc., No Active backlogs are allowed.

Point 2- In case if 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.

Point 3- Your employment will be terminated if there are any backlogs and/or if you fail to meet the required simple average/CGPA including the semesters for which results are awaited, after your joining.

For any changes in your existing profile, please mail us at offer_update@infosys.com. Please mention your Role and Candidate ID in the subject line of your mails.

We look forward to seeing you at Infosys.

Regards,
Team HRD
Infosys Ltd.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

5 attachments

12927439.pdf
347K

Information Sheet - Annexure IV.pdf
111K

From: "Infosys Limited" <offers@infosys.com>
To: sunayana304@gmail.com
Date: 6/28/2019 8:46:37 AM
Subject: Offer Of Employment
Attachments: 12927439.pdf
Information Sheet - Annexure IV.pdf
Instruction for Filling Service Agreement - 3T.pdf
Non Compete Agreement - Annexure III.pdf
Service Agreement for 3T Engineers.pdf

Dear Pamidimukkala Jaya Mythily Sunayana,

Congratulations once again on your successful participation in our campus recruitment process during the year 2018-2019.

Please find attached the offer of employment with your confirmed date of joining for the role of Systems Engineer at Infosys Ltd. Please note that you are expected to report at the location of training a day prior to your date of joining. It is mandatory that you carry a print of this, along with the completed service agreement when you join us. These documents would be considered as original and valid. The instructions to complete the agreement is attached for your reference.

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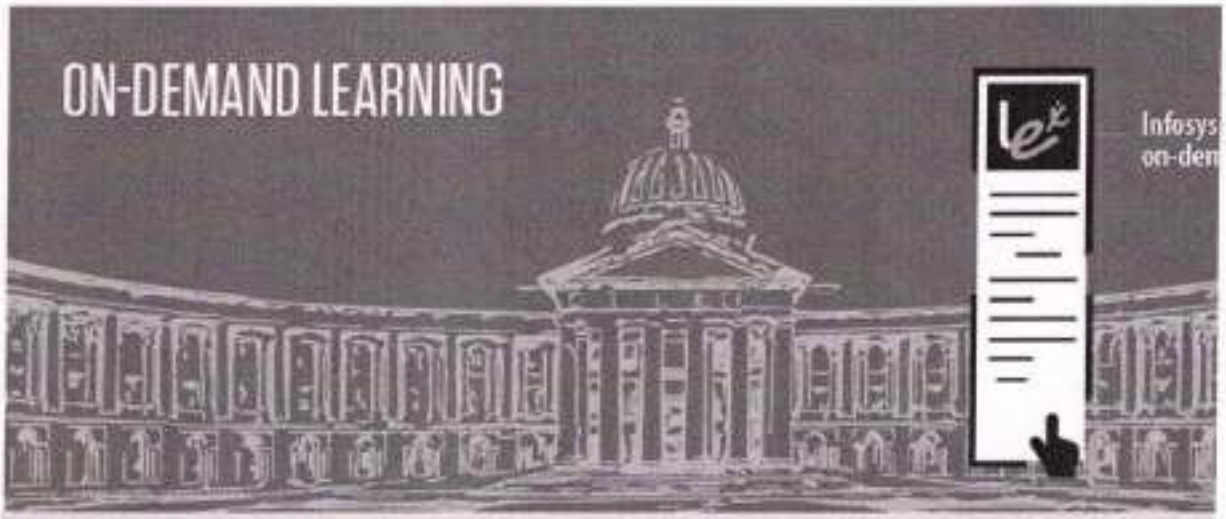
We look forward to seeing you at Infosys.

Regards,
Team HRD
Infosys Ltd.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

1541A05G
CSE-C



Dear Pamidimukkala ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: sunayana304@gmail.com**
- **Password: 6P4JsN9f**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)
VP - Talent Acquisition
Infosys Limited

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15-5G3

Infosys Infosys Limited, Bangalore

Salary Slip for the month of January 2020

Name : Panditmukkala Jaya Mythily Suryapeta
Designation : Systems Engineer

Employee No	1062782	PF No	[illegible]
Location	MCity - Chennai	UAN	[illegible]
Personal Level	3	Bank A/C No	[illegible]

Total Payable Work Days	Holiday	Deductions	LOP	Encashment
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	[illegible]	[illegible]	PF Contribution	[illegible]	[illegible]
House Rent Allowance	[illegible]	[illegible]	Professional Tax	[illegible]	[illegible]
Medical Allowance	[illegible]	[illegible]	LWF Contribution	[illegible]	[illegible]
Transport Allowance	[illegible]	[illegible]	Infosys Welfare Trust	[illegible]	[illegible]
Leave Travel Allowance	[illegible]	[illegible]	Transport Deduction	[illegible]	[illegible]
Annual Lagging Adjustment	[illegible]	[illegible]	Home Rent Recovery	[illegible]	[illegible]
DA Incentive	[illegible]	[illegible]	Medical Insurance	[illegible]	[illegible]
Total	21,128.00	126,003.00	Total	4,919.00	29,158.00
			Net Pay for the month	22,409.00	96,845.00

[illegible]

Page 1 of 2

Infosys Infosys Limited, Bangalore

Projected Annual Tax Statement - January 2020

Name : Panditmukkala Jaya Mythily Suryapeta
Designation : Systems Engineer

(Amount in ₹)

Projected Annual Taxable Income		
Particulars	Year to Date	Projected Amount
Gross Salary	[illegible]	[illegible]
Gross Total Salary		[illegible]
Deductions		[illegible]
Income under the head Salaries		[illegible]
Gross Taxable Income		[illegible]
Chapter VI-A Deductions		[illegible]
Total Taxable Income		[illegible]
Tax to be deducted (Before)		0.00

Details of Tax Benefits		
Deductions u/s 16	Maximum	Considered
Standard Deduction	50,000.00	50,000.00
Professional tax		2,000.00
Total		52,000.00
Exemptions u/s 10		Considered
HRA Exemption		0.00
LTA Exemption		0.00
CEA Exemption		0.00
CAA Exemption		0.00
Transport Exemption		0.00
Total		0.00
Chapter VI-A Deductions	Maximum	Considered
80C, 80CCC, 80CCD(1) Deductions (PF, VPF, PPF, LIC, Tuition Fees, Tax Saving MF, Tax Saving FDs, 5Yr Housing Loan Principal etc)	150,000.00	11,355.00
80D HMP for self, Spouse, Children	25,000.00	0.00
80D HMP for Parents (HMP 75000 in case of Non senior Citizen)	[illegible]	0.00
80CCD(2) 10% self contribution	[illegible]	0.00
80CCD(2) 10% Employer Contribution	10% of Basic+DA	0.00
80E Interest on higher education loan	NA	0.00
80U Person with disability (40% PWD 75000, 80% PWD 125000)	125,000.00	0.00
80DD Dependent of Specified disabled dependent (40% 80DD 75000, 80% PWD 125000)	125,000.00	0.00
80DDB Treatment of Specified disease with dependent (PWD 80DDB in case of Non senior Citizen)	100,000.00	0.00
80TTA interest on savings bank accounts & others	NA	0.00
Total		11,355.00

Taxes on all any form components is computed on the actuals/projection of the highest tax slab rate applicable for your taxable income. Applicable tax rate is computed as per Last month's taxable income + Current month projected taxable income. Regards

Page 2 of 2

15-564

wipro

APPOINTMENT LETTER

April 30, 2019

Mr. Parasa Bhaskara Sandeep
H-No :8-42 , Pasumarru(P.O)
Pamarru Mandal, Krishna District
Vijayawada- 521157
Andhra Pradesh

Dear **Parasa Bhaskara Sandeep,**

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bangalore 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.

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.

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

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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.

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

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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.

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

8467918

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.

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 upto 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,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____
Name: _____
Signature: _____ Date: __/__/____
Place: _____

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

8467918

Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR	: AUGUST 2019	ATTD	: 31
EMPCODE	: 20087891	PF NO.	: PYBOM/11394/289837
NAME	: PARASA BHASKARA SANDEEP		
GENDER	: MALE		
DESIGNATION	: Project Engineer		
LOCATION	: HYDERABAD		
MODE	: BANK	A/c No.	: HDFC - XXXXXXXXXX9852
		NETPAY	: 22432

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	256.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00	PT	200.00
HRA	5834.00	0.00		
TOTAL:	24688.00	0.00	TOTAL	2256.00

HAPPY BIRTHDAY, PARASA BHASKARA SANDEEP!

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)

15481AD5616

M

Accenture Onboarding Venue Details - Bangalore

1 message

TechnologyOnboarding <TechnologyOnboarding@accenture.com> Wed, Jan 22, 2020 at 6:10 PM

Dear Candidate,

Thank you for accepting the offer letter. Your journey to an enriching career begins NOW!

You are scheduled to join us on **27-Jan-20** in **Bangalore** Please report by **10:00AM** at the below mentioned address.

Bengaluru-The Chancery Pavilion	
Address	The Chancery Pavilion
	#135, Residency Road
	Bengaluru 560025
Onboarding HR	Chaithra Kantharaju
Reporting Time	10:00AM

Important: Before Your First Day

If you have not already done so, immediately visit the Action Items page on Countdown to Accenture to complete required forms and provide necessary documentation. These must be completed prior to your first day.

Note: 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 enrolment centre to apply.

Additionally, please carry the following mandatory documents on the day of joining:

1. Hard copy of the signed e-offer letter
2. Hardcopy of Terms of Employment
3. 6 passport size photographs
4. Original and photocopy of PAN card/acknowledgement of PAN application
5. Original mark sheet of all semester (PG/UG) (In case the college has not issued original mark sheets, then please get the internet 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 internet copy of these attested by the college)
7. 1 copy of all educational documents
8. Photocopy of ID proof (PAN Card/Voter ID/Driving License/Passport)
9. 2 Photocopies of Aadhar card
10. 2 photocopies of relieving letter/employee certificate/service certificate/resignation acceptance letter/resignation acceptance email of the previous organization—as mentioned in the Employment Application Form
11. Photocopy of a document that contains PF account number which is currently active (Pay Slip or Form 16 From your Previous organization

Important:

12. Please ensure you meet the eligibility criteria communicated to you during the recruitment process.
13. All your backlogs must be clear on the day of onboarding.

Accenture initiative for Person with disability

Accenture strives to create an inclusive working environment that values persons with disabilities. Accenture provides a voluntary declaration for Persons with Disability who are entitled to certain benefits under ESI (Employee State Insurance) Act and Income Tax Act. To avail these benefits, one should declare themselves as PwD employee and submit the Disability Certificate issued by Govt. hospitals to Accenture at the time of joining. Kindly carry a copy of the certificate on the day of onboarding. If you are already enrolled under ESI, kindly submit a copy of the ESIC card/ number for reference.

On Your First Day

Upon arrival, show your Offer Letter at reception. In addition,

14. Ensure your attire is business formal
15. Do not bring any external storage devices (e.g. drive, camera, laptop, etc.) with you

Relocating candidates who confirmed on accommodation will be receiving the details shortly.

Following the implementation to the GST regulation, with effect from July 1, 2017, please note that the treatment to any continuing obligations that you have as per the terms of your employment will be as under:

Any signing/joining/relocation/retention bonus received by you in a year will be paid along with the salary of the relevant pay month. This amount is recoverable as per your employment terms (as mentioned in your offer letter or your employment agreement/Terms of Employment) and such recovery/adjustment shall be made from your salary pertaining to the service month prevailing before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

Please feel free to send an e-mail to TechnologyOnboarding@accenture.com for any queries or clarifications.

We, on behalf of the Accenture family, 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

Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to Accenture Business Ethics Line **https://businessethicsline.com/accenture**

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

15-566

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

26-Dec-2019

Parvathaneni Kavya

C8407535

D-No:7-162, college road, Gudlavalleru,pincode:521366

9705400916

Dear **Parvathaneni,**

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - 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 with an aggregate of 65% or 6.5 CGPA or more, 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: 3d3f6602-cb7a-4819-93fc-526d18c56dd9_1
Signed By: Mohan Sekhar

Pre-joiner-Learning Module: 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 (Hereinafter" 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 which are reiterated as under:

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre onboarding online learning program that was provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment 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.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.

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-Joiner 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-joiner program 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.

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 above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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

After accepting this Offer, we encourage you visit Countdown to the Company -
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This online, 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,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

accenture

High performance. Delivered.

Accenture Solutions Pvt Ltd

Payslip For JUNE 2020

Personnel No.	11846893	Name	Parvathaneni Kavya
Bank	HDFC	Bank A/c No.	50100336496627
DOJ	27/Jan/2020	LOP Days	0
PF No.	MH/BAN/45885/1292058	STD Days	30
Location	Bengaluru	Worked Days	30
Department	ATCI	Career Level	12
Facility	Bengaluru - BDC4B	Entity	ATCI
PF – UAN	101566516300		

Earnings	Amount in Rs.	Deductions	Amount in Rs.
BASIC	15,000.00	PROVIDENT FUND	1,500.00
HOUSE RENT ALLOWANCE	7,500.00	PROFESSIONAL TAX	200.00
ADHOC ALLOWANCE	4,283.00		
MISCELLANEOUS ALLOWANCE	3,333.00		
EXGRATIA	300.00		
GROSS EARNINGS	**30,416.00**	**GROSS DEDUCTIONS**	**1,700.00**
		NET PAY	**28,716.00**

Exgratia is towards Covid19-PF Employer 2% Payout.

**** This is a computer generated payslip and does not require signature and stamp.**

Cognizant

15-567

26-Feb-2019

Dear Keerthi Lavanyeswari Pasala,
B.Tech/B.E., CS
Computer Science & Engineering

Candidate ID – 13005981

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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://rangur2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Sunil Bellamunda
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

Annexure A

Name: Keerthi Lavanyeswari Pasala **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus****	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your Basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA

* **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 Keerthi Lavanyeswari Pasala ,

Candidate ID: 13003981

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. Please Click here to accept your Date of joining (DOJ).

Reporting Time : 7:30 AM
Joining Venue : 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, India
Date Of Joining : 20 Jul 2019

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to **login** to One Cognizant & ensure that you complete the online forms & photo upload at least **3 days** before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least **two days** before your DOJ. Onboarding Pass would be generated **one day** before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process
Password: Password that was created by you after registration

Please use the authentication key (**8F326689C8D7B8BA**) to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

15-567

Cognizant

Cognizant Technology Solutions India Private Ltd

Payslip for the month of July 2020

Financial Period 2020-2021

Private & Confidential

Associate Information

Ms. Kiwethi Lavanyeswari Pasala

Associate Id	[illegible]	Location	Stream (SEI) SDW & AGI CTA
Designation	Programmer Analyst	PAN	[illegible]
Gender	Female	Bank A/C	[illegible]
Date Of Joining	28-Jul-2019	ESI Number	
PF A/C	[illegible]	Status	Salary Credited
UAN	[illegible]	Available Calendar Days	3
SA Policy No	-	Paid Days	0
SA LIC ID	-	Loss of Pay Days	0

Earnings	Amount	Deductions	Amount
Basic	9,474	Provident Fund Employee Contribution	[illegible]
Home Fund Allowance	7,684	TDS	0
Conveyance Allowance	[illegible]		
Medical Allowance	3,250		
Special Allowance	6,307		
Advance Statutory Bonus	2,000		
(A) Total Earnings	25,515	(B) Total Deduction	[illegible]

Gmail

durga arumalla <thanvigec@gmail.com>

Fwd: Infosys Lex platform for Campus Recruits

1 message

mandava sai <mandavasai22@gmail.com> Sun, Jul 7, 2019 at 9:23 AM
To: durga arumalla <thanvigec@gmail.com>

---------- Forwarded message ---------
From: **Prathipati Gowthami** <pattipatigowthami@gmail.com>
Date: Sun, 7 Jul 2019, 8:43 am
Subject: Fwd: Infosys Lex platform for Campus Recruits
To: mandava sai <mandavasai22@gmail.com>

---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu, Jan 31, 2019, 11:07 AM
Subject: Infosys Lex platform for Campus Recruits
To: pattipatigowthami@gmail.com <pattipatigowthami@gmail.com>, gowthamiprathipati56@gmail.com <gowthamiprathipati56@gmail.com>

cid:image001.jpg@01D46C74.77986830

Dear Pattipati ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion

Infosys
Navigate your next

HRD/3T/19-20/12927273

Ms. Pattipati Gowthami
Candidate ID: 12927273
Girls New Hostel

Vijayawada - 521356
Andhra Pradesh
India
Ph: (91) 97054 23013

September 5, 2019

Dear Pattipati,

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

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:17:07 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

Infosys
Navigate your next

HRD/3T/19-20/12927273

September 5, 2019

Ms. Pattipati Gowthami
Candidate ID: 12927273
Girls New Hostel

Vijayawada - 521356
Andhra Pradesh
India
Ph: (91) 97054 23013

Dear Pattipati,

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 **October 14, 2019.**

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Infosys Infosys Limited, Bangalore

Salary Slip for the month of April 2020

Name : Pattipati Gowthami
Designation : Systems Engineer

Employee No	1012059	PF No	PY/BCM/100881/39824
Location	HYDSEZ Level	UAN	101517001053
Personal Level	3	Bank A/C No	8558016830326

Total Payable Work Days	India	Overseas	LOP	Secondment
30.00	30.00	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	15,000.00	PF Contribution	1,800.00	1,800.00
House Rent Allowance	1,791.00	1,791.00	Professional Tax	200.00	200.00
Medical Allowance	1,120.00	1,120.00	Infosys Welfare Trust	250.00	250.00
Transport Allowance	447.00	447.00			
Leave Travel Allowance	1,120.00	1,120.00			
BonusLegratia AdvancePrnt	2,950.00	2,950.00			
TPI Incentive	2,500.00	2,500.00			
Total	24,828.00	24,828.00	Total	2,250.00	2,250.00
			Net Pay for the month	22,578.00	22,578.00

EPS No. PY/BCM/100881/39824

Infosys Infosys Limited, Bangalore

Projected Annual Tax Statement - April 2020

Name : Pattipati Gowthami
Designation : Systems Engineer

(Amount in ₹)

Projected Annual Taxable Income		
Particulars	Year to Date	Projected Amount
Gross Salary	24,828.00	270,436.00
Gross Total Salary		270,436.00
Deductions		52,400.00
Income under the head Salaries		218,036.00
Gross Taxable Income		218,036.00
Chapter VI-A Deductions		21,600.00
Total Taxable Income		196,440.00
Tax to be deducted/(Refund)		0.00

Details of Tax Benefits		
Deductions u/s 16	Maximum	Considered
Standard Deduction	50,000.00	50,000.00
Professional tax		2,400.00
Total		52,400.00
Exemptions u/s 10		Considered
HRA Exemption		0.00
LTA Exemption		0.00
CEA Exemption		0.00
CHA Exemption		0.00
Transport Exemption		0.00
Total		0.00
Chapter VI-A Deductions	Maximum	Considered
80C, 80CCC Deductions [PF, VPF, PPF, LIC, Tuition Fees, Tax Saving MF, Tax Saving FDs, SSF, Housing Loan Principal etc]	150,000.00	21,600.00
80D HIP for self, Spouse, Children	25,000.00	0.00
80D HIP for Parents [INR 25000 in case of Non senior Citizen]	50,000.00	0.00
80CCD (1B) NPS self contribution	50,000.00	0.00
80CCD (2) NPS Employer Contribution	10% of Basic+DA	0.00
80E Interest on higher education Loan	NA	0.00
80U Person with disability [40% INR 75000, 80% INR 125000]	125,000.00	0.00
80DD Person with disability dependent [40% INR 75000, 80% INR 125000]	125,000.00	0.00
80DDB Treatment of Specified disease with dependent [INR 40000 in case of Non senior Citizen]	100,000.00	0.00
80TTA interest on savings bank account & others	NA	0.00
Total		21,600.00

Tax on all one time components is deducted on the actual payout at the highest tax slab rate applicable for your taxable income. Applicable Slab rate is determined as per Last month's taxable Income + Current month additional/one time Payout

15-569

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182552047/Hyderabad
Date: 09/10/2018

Mr. Ranga Sai Rohith Pavirala
House No: 19-19-1/1Katari Nagar -5,
Near Sankarmuttam(Rest House Road),
Bhimavaram-534201,
Andhra Pradesh.
Tel# -8489531765

Dear Ranga Sai Rohith Pavirala,

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. 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 48 hours, 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 issued 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.

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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

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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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Payslip
JUL 2020

TATA CONSULTANCY SERVICES

Employee Details				Payment & Leave Details						Location Details	
Emp No.	[illegible]			Bank Name	[illegible]					Location	[illegible]
Grade	[illegible]	UAN	[illegible]	Acc No.	[illegible]					Desc Br.	[illegible]
PAN	[illegible]			Days paid	[illegible]					Depute Br.	[illegible]
				Leave Balance	PL	[illegible]	SL	[illegible]	CL	[illegible]	WCN/SWCN	[illegible]

Earnings	Arrears (Rs)	Current (Rs)	Deductions	Amount (Rs)
Basic Salary		[illegible]	Provident Fund	[illegible]
House Rent Allowance		[illegible]	Professional Tax	[illegible]
Leave Travel Allowance		[illegible]		
Miscellaneous		[illegible]		
City Allowance		[illegible]		
Employee PF Payout		[illegible]		
Performance Pay		[illegible]		
Total Earnings (Current + Arrears)		28,307.00	Total Deductions	[illegible]

Net Pay (Rs)	26,897.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	[illegible]	Net Tax Payable (+)	[illegible]	80C	[illegible]
Deductions under Sec 16	52,400.00	Total Tax Payable		80D	[illegible]
Chapter VIA relief	28,379.00	Tax Deducted Mt date			
		Balance Tax			

* [illegible]

[illegible]

GlobalLogic

15_5Ho

11-May-19

To Peddireddy Rekha Naga Anusha

Subject : **Contractual Assignment with GlobalLogic Technologies Limited ("GlobalLogic")**

Dear Anusha

We are pleased to offer you (hereinafter referred as "you" or "Contractor") contractual assignment (hereinafter referred as "Assignment") as **Associate Analyst, Content Engineering** for the period starting from **13-May-19 up to 28-Jun-19**. The terms & conditions of your Assignment are as follows:

a) The Assignment shall be effective from **13-May-19 up to 28-Jun-19.** The same can be extended upon mutual written acceptance both the parties.

b) The Contractor shall devote such of its time, attention, skills and ability to the performance of services as may be necessary for the efficiency and output of the deliverable and as per GlobalLogic's quality and productivity standards/norms.

c) Subject to satisfactory fulfillment of your Assignment, you will be paid a monthly **remuneration**, as per annexure 1.

d) The scope and obligations of your Assignment may be revised by GlobalLogic from time to time, depending on its business, service and/or operational requirements, provided, any material change shall be discussed mutually before being effective.

e) The Assignment shall stand immediately terminated, without any liability to GlobalLogic, in case you are found indulging in any fraud, malpractice, misconduct or any activity which GlobalLogic finds against the interests of the Organization.

f) This Assignment may be terminated by GlobalLogic, without notice, in the event of:
   a. Any Breach by the Contractor of any of the provisions of this Assignment.
   b. Non fulfillment of the obligations undertaken by you, for any reason or for any period.
   c. Your performance not found to be acceptable by GlobalLogic.

g) Either party can terminate this Assignment without assigning any reason, by giving a minimum 7 (Seven) days of notice to the other party.

h) Intellectual Property Rights: The propriety rights to the work the Contractor does during the Assignment shall belong to GlobalLogic. Contractor acknowledges and agrees that GlobalLogic shall retain its Intellectual Property Rights in any document or content that GlobalLogic supplies to the Contractor and the Contractor hereby assigns to GlobalLogic all Intellectual Property Rights in all materials created by the Contractor in the course of performing the Services. Further, Contractor represents and warrants to GlobalLogic that any material that it provides to GlobalLogic or uses in the process of providing services to GlobalLogic will not infringe the Intellectual Property Rights of any third party.

i) GlobalLogic shall have the right to make appropriate **statutory** deductions from the monthly **remuneration** payable to the Contractor.

j) The Contractor shall comply with all statutory requirements as may be applicable.

k) The **Contractor** will also be subject to all standard GlobalLogic Data Protection and Network Security policies **that** either GlobalLogic or its customers may require the Contractor to sign to such effect at any time. The Contractor will abide by the Rules and Regulations of the Company which are in force from time to time, and the Company shall have the right from time to time to vary or modify any such terms and conditions which shall be binding on the Contractor.

l) The Contractor is engaged by GlobalLogic as an independent contractor to perform the Services.

m) This engagement does not create a relationship between GlobalLogic on the one hand and the Contractor on the other hand of employer and employee, principal and agent, partnership or joint ventures.

n) Other than as expressly set out in this engagement, the Contractor shall not receive any benefits or emoluments which GlobalLogic 's employees have received, or may be entitled to receive, including (without limitation) the following benefits:
   i) sick, holiday, maternity or long service leave;
   ii) compensation **due to injury/ accident**
   iii) public liability, motor vehicle or life insurance;
   iv) loans or leases given by GlobalLogic to its employees;
   v) bonuses or distributions of cash or shares given by GlobalLogic to its employees; or
   vi) superannuation.

o) This engagement does not limit GlobalLogic's rights to enter into agreements/engagements of a like nature with any third parties.

p) All documents, papers and records of every kind (written or recorded) whether originals, copies or reproductions and whether prepared by the Contractor or by others, relating to the business and finances of GlobalLogic shall be sole and exclusive property of GlobalLogic. The Contractor shall not remove any of the above materials and shall not at any time give or disclose such materials to any unauthorized person, or entity. Upon separation, Contractor shall return to GlobalLogic all such material including copies.

q) The Contractor shall not, under any circumstances, act as an agent or representative of GlobalLogic.

r) The Contractor will not disclose or use at any time, except with prior written approval, any confidential information relating to the organization. Such confidential information includes, but is not limited to the Organization's"

i. Sales, revenues, profits and other accounting figures.
ii. Customer lists.
iii Trade secrets and agreement with other companies and/or Contractors.
iv. Software code, design, and plans thereof.
v. Relationship with Contractors, customers, other Contractors or suppliers.
vi. Opportunities for new or developing business.
vii. Written norms.
viii. Any Emails sent or received by you originating from or ending at organization's network.
ix. Any other company document marked "confidential".
x. Information pertaining to any Contractor, regular or part time or on contractual assignment.

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In the event that you are requested or required by oral questions, interrogatories requests for information, court warrants, civil investigate demand, by order of any governmental authority, or similar legal process to disclose any of the confidential information supplied to you, you agree that you will provide the organization with prompt written notice of such request(s).

Please sign a copy of this document **acceptance of the terms** of your Assignment.

Looking forward to a mutually beneficial association with you.

Cordially,

Phanikumar Medavarapu
Authorized Signatory

Declaration

I have read and understood the above terms and conditions of assignment and am accepting the same. I will be reporting on **13-May-19.**

Date: Signature: _____

Registered | Plot No. 590 A, Phase - I, Road No. 31, Jubilee Hills, Hyderabad, Telangana 500033, India

Phone | 91.40.3041.9999
Fax | 91.40.3041.9988

Web | www.globallogic.com
Mail | info@globallogic.com

CIN: U72200TG2006PLC067980
GlobalLogic Technologies Limited

GlobalLogic

Annexure -2

As part of the joining process, you are expected to get originals, for verification, of the following documents:

1. **Personal Data:**

   a. Passport
   b. 8 Photographs (Passport size)
   c. PAN No. Details. In case of non-availability of PAN, photocopy of application.
   d. Mark Sheets and Certificate of Class X & Class XII
   e. Graduation Certificate
   f. Post Graduation Certificate
   g. Mark sheets for all semesters during Graduation & Post Graduation
   h. Mark sheets and Certificates of Diploma(s)
   i. Mark sheets and Certificates of any training(s) attended
   j. Any other additional diplomas/certificates (Mark-sheets)

2. **Previous Experience Record:**

   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

For ***GlobalLogic Technologies Ltd.***

Phonikumar Medavarapu
Authorized Signatory

GlobalLogic

28-Jun-18

Peddireddy Rekha Naga Anusha
Hyderabad

Dear Peddireddy,

As per our offer letter dated **11-May-19**, we are delighted to appoint you the full-time position of **Associate Analyst, Content Engineering** at GlobalLogic Technologies Ltd. (hereinafter "***GlobalLogic***" or "***Company***") effective **28-Jun-18** at **Hyderabad** office, however, based on the position's requirements, you may be required to work anywhere in India or abroad. Your detailed salary structure is attached as per **Annexure 1**.

The following terms & condition will apply with regards to your employment at GlobalLogic Technologies Ltd.

1. You will be entitled for leave in accordance with prevailing standard company leave policy. You will be eligible to participate in all of the Company's standard benefit programs including health care. You will be entitled to benefits during the course of your employment in the Company subject to the rules of the Company. Details of the benefits applicable to you are available on the Company's intranet site.

2. The Company reserves the right, at any time during your employment, with reasonable notice, to require you to undertake any reasonable, alternative duties which are within your capabilities.

3. You shall during your service with us, devote your whole time and attention to the Company's business entrusted to you, and shall not engage yourself directly or indirectly in any business or service other than Company's business or service.

4. You shall at all times keep the information that may come to your knowledge regarding company's plans, business affairs, operations etc confidential.

5. You shall inform the Company of any changes in your personal data within 3 days time. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

6. You will abide by all the rules, regulation and policies of the company. GlobalLogic Technologies Ltd. Reserves the right to amend such policies as needed. You will also be subject to all standard GlobalLogic Data Protection and Network Security policies and either GlobalLogic or its customers may require you to sign a statement to such effect at any time.

7. You shall at all times furnish true and correct information pertaining to your qualification, experience etc. If the information furnished by you in your resume & the documents submitted by you as stated in Annexure 2 of the offer letter /Background Verification form which was duly filled and signed by you is found to be incorrect at any point of time, your services will be terminated without any further notice.

8. At the time of tendering resignation you shall be required to give one monthnotice in writing. Your services in the company shall be terminable by giving one month notice or Basic salary in lieu thereof as per the discretion of the management

9. Breach of any of the above condition will render you liable to termination of your employment without notice or compensation.

10. You shall be required to keep the information regarding "salary" being offered to you strictly confidential at all times. You shall not divulge any details pertaining to your salary to any friend/colleague or acquaintance either before/during or after the cessation of your employment with us. Divulging such information at any time may lead to either withdrawal of this offer letter or termination of your existing employment with us.

11. You agree not to employ, or solicit or seek to employ, any employee, consultants, customer or associate of the Company during your employment and for a period of one year after your termination / resignation of employment from the company. Upon breach of this Section with respect to a particular employee, consultants, customer or associate of the Company, you will be liable to pay liquidated damages.

12. During the term of this Agreement and for a period of 1 years thereafter, you shall not directly or indirectly approach or in any way assist or be involved with any partners and / or customers of GlobalLogic. You can not directly approach any partners of GlobalLogic more particularly, whose work is being undertaken by you or supervised by you due to this employment agreement.

13. You are required to familiarize yourself with **Harassment** policy and comply with it at all times. Any instances of harassment are regarded as serious issues and non compliance may lead to disciplinary action being instigated against you.

14. It is expected that employees appreciate the importance of proper behavior and appearance in business life and they ensure their dress, grooming and appearance are appropriate to professional business life. Your dress, grooming and appearance should reflect favorably upon other team members in the Company.

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15. You shall be following normal business hours as per the company policy. Some specified roles may also require shift working outside of normal working hours in order to fall into line with overseas working hours. While working on projects overseas working hours and notified holidays of the client location will apply.

16. Please note that in addition to what has been mentioned in this appointment letter, no other commitment is being made by the company.

17. This appointment letter is valid subject to your approval and signing of our Non Disclosure Agreement (NDA) at the time of joining. This appointment letter is further subject to clearance of reference and verification of the information and documents furnished by you in terms of Annexure 2 of the offer letter dated _____.

This offer letter, together with the various documents referenced herein, represent the complete offer by the Company. If there is any element of our offer that you feel is unclear or not covered, please contact me at undersigned ahead of signing this document.

To ensure that you have a full understanding of the terms and conditions of your prospective employment with GlobalLogic and the benefits available to you there are a number of enclosures to this letter which we hope you will find interesting and informative and have agreed to abide by them in form and substance. On joining you will be able to access Company's Intranet site, which contains comprehensive information regarding all benefits, policies and procedures but, in the meantime, to answer any questions you may have, please do not hesitate to contact your respective People Partners in People Development Function.

At GlobalLogic, our long-term success depends on both the results we achieve and the way we make these results happen. We set high standards for our people, our products and our processes. Quality must set us apart. We set high standards of personal integrity and ethics in all our business ventures. We, at GlobalLogic, feel that you will make an invaluable addition to our team and it is with great enthusiasm that I hope you accept this offer of employment.

We take pleasure in welcoming you to our organization and look forward to a mutually beneficial association.

For ***GlobalLogic Technologies Ltd.***

Medavarapu Phanikumar
Authorized Signatory

DECLARATION

I have read and understood the above terms and conditions of employment and am accepting the same.

Date:

Signature: _____

(Peddireddy Rekha Naga Anusha)

GlobalLogic

11-May-19

To Peddireddy Rekha Naga Anusha

Subject : Contractual Assignment with GlobalLogic Technologies Limited ("GlobalLogic")

Dear Anusha

We are pleased to offer you (hereinafter referred as "you" or "Contractor") contractual assignment (hereinafter referred as "Assignment") as **Associate Analyst, Content Engineering** for the period starting from **13-May-19 up to 28-Jun-19**. The terms & conditions of your Assignment are as follows:

a) The Assignment shall be effective from **13-May-19 up to 28-Jun-19.** The same can be extended upon mutual written acceptance both the parties.

b) The Contractor shall devote such of its time, attention, skills and ability to the performance of services as may be necessary for the efficiency and output of the deliverable and as per GlobalLogic's quality and productivity standards/norms.

c) Subject to satisfactory fulfillment of your Assignment, you will be paid a monthly **remuneration**, as per annexure 1.

d) The scope and obligations of your Assignment may be revised by GlobalLogic from time to time, depending on its business, service and/or operational requirements, provided, any material change shall be **discussed** mutually before being effective.

e) The Assignment shall stand immediately terminated, without any liability to GlobalLogic, in case you are found indulging in any fraud, malpractice, misconduct or any activity which GlobalLogic finds against the **interests** of the Organization.

f) This Assignment may be terminated by GlobalLogic, without notice, in the event of:
   a. Any Breach by the Contractor of any of the provisions of this Assignment.
   b. Non fulfillment of the obligations undertaken by you, for any reason or for any period.
   c. Your performance not found to be acceptable by GlobalLogic.

g) Either party can terminate this Assignment without assigning any reason, by giving a minimum 7 (Seven) days of notice to the other party.

h) Intellectual Property Rights: The propriety rights to the work the Contractor does during the Assignment shall belong to GlobalLogic. Contractor acknowledges and agrees that GlobalLogic shall retain its Intellectual Property Rights in any document or content that GlobalLogic supplies to the Contractor and the Contractor hereby assigns to GlobalLogic all Intellectual Property Rights in all materials created by the Contractor in the course of performing the Services. Further, Contractor represents and warrants to GlobalLogic that any material that it provides to GlobalLogic or uses in the process of providing services to GlobalLogic will not infringe the Intellectual Property Rights of any third party.

i) GlobalLogic shall have the right to make appropriate **statutory** deductions from the monthly **remuneration** payable to the Contractor.

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GlobalLogic Technologies Private Limited

Pay Slip for the Month of JUL 2020

Name	Peddireddy Rekha Naga Anusha	**Designation**	Associate Analyst
Employee Number	322761	**DOJ**	13/05/2019
Department	Content Engineering	**Gender**	F
PAN Number	EENPP6137J	**Bank Name**	Citibank
PF Number	AP/HYD/56474/00/046036	**Account No.**	5517805565
UAN Number	101451492617	**Location**	GTL India - Hyderabad
ESI Number	5215559155	**LWP Days**	1
PRAN No.		**Days Paid**	30
Pay Period	JULY , 2020	**PLOP**	2
RLOP	0		

EARNINGS	CTC MASTER	AMOUNT	YTD	DEDUCTIONS	AMOUNT	YTD
BASIC PAY	10,500	9,494	39,494	PROVIDENT FUND	949	4,216
HOUSE RENT ALLOWANCE	1,454	1,341	4,296	PROFESSIONAL TAX	0	-1
STATUTORY BONUS	1,800	1,822	7,022	EMPLOYEE STATE INSURANCE	95	386
EXGRATIA	0	1,000	1,000			
COVID19 PF Relief	0	190	590			
GROSS EARNINGS	**13,754**	**13,847**	**52,405**	**GROSS DEDUCTION**	**1,044**	**4,601**

NET PAY : 12,803

REIMBURSEMENTS	AMOUNT	YTD
DRIVER REIMBURSEMENT	0	0
FUEL REIMBURSEMENT	0	0
INTERNET REIMBURSEMENT	0	0
LTA REIMBURSEMENT	0	0
TELEPHONE REIMBURSEMENT	0	0
TOTAL REIMBURSEMENT	**0**	**0**

NET TRANSFER : 12,803

IN WORDS : Rupees Twelve Thousand Six Hundred Three Only

This is a computer generated document, hence no signature is required.

15_5H3

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184263132/Hyderabad
Date:

Mr. Venkat Perisetti
D.No-1-80.Nehru Colony,
Kappaladoddi,
Pedana-521366,
Andhra Pradesh.
Tel# 91-9491752132

Dear Venkat Perisetti,

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. 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 48 hours, 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 issued 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.

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Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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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

Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Venkat Perisetti**
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VVDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant 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. The Retainer/Consultant 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**
The Retainer/Consultant 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**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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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Mail - perisetti.v@tcs.com

Mail

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Payslip
JAN 2020

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TATA CONSULTANCY SERVICES

MR. VENKAT PERISETTI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1715215			Bank Name	HDFC Bank						Location	Bangalore-Brigade Bhuw
Grade	7	UAN	101403087258	Acc No.	50100306258310						Base Br.	TCS - Bangalore
PAN	EUMPP8808F			Days paid	31						Depute Br.	TCS - Bangalore
				Leave Balance	EL	3.87	SL	4.17	CL	0.32	WON/SWON	20072894

Earnings	Arrears (Rs.)	Current (Rs.)	Deductions	Amount (Rs.)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00		
Personal Allowance		7,570.00		
Miscellaneous		2,300.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		27,300.00	Total Deductions	1,424.00

Retirals as on Month end	Provident Fund*
	8,799.00

*Inclusive of provisional interest

Net Pay (Rs.)	25,876.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	1,89,974.00	Net Taxable Income	1,26,861.00	80C	9,061.00
Deductions under Sec 16	51,800.00	Total Tax Payable		80D	2,812.00
Chapter VIA relief	11,913.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any

Payslip generated on:

5 H-5

Greetings from GGK! - On-boarding details

1 message

Simi Jasira <simi.jasira@ggktech.com> Wed 3 Jul, 2019 at 12:33 PM
To: simi.jasira@ggktech.com
Cc: Tejaswi Banda <tejaswi.banda@ggktech.com>, Anju Singh <anju.singh@ggktech.com>, Sriveda.kamati <sriveda.kamati@ggktech.com>, naresh.gurram@ggktech.com, Srikanth Behra <srikanth.behra@ggktech.com>

Dear GGKian,

We hope you are doing well and are all set to join us! We are happy to take you onboard and with this email, we would like to re-confirm the work location and also assist you with onboarding formalities.

Your **DOJ** is **August 21, 2019** and your work location is **GGK's Uppal office** at the address given below:

4th floor, Arena Town Center,

NSL, SEZ (Hyderabad) Pvt. Ltd,

IDA, Uppal, Hyderbad-500039

NSL SEZ_ Route Map

Kindly note that your work location might be subject to change during and after your training period.

Please fill in your details in the Employee details form here. You are required to fill accurate details as per the instructions in the form.

Please acknowledge this email on the same mail thread after filling in the details. Please be informed that any document like *Call letter* as such will not be shared.

Feel free to reach out to us on *7730084567/8501058007* for any further information.

Thanks & Regards,

Jasira | Human Resources

1548IA05H5

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Delivering Commitments

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24 September, 2018

Mg Chaitanya Naidu P
2-438, Jangareddygudem,
Andhra Pradesh - 534447.
8897314357

Dear Chaitanya Naidu,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position:	Trainee Software Engineer
Date of Joining:	June, 2019
Compensation:	Gross Compensation During the Training Rs. 2,40,000/- (Rupees Two Lakh Forty Thousand only) Gross Compensation Upon successful completion of the training, Rs. 3,50,000/- (Rupees Three Lakh Fifty Thousand only)
Notice Period:	In case of resignation / termination of services, either party will be required to give a two month notice in writing
Place of Work:	Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the organization or any one of its associates or customers, conducts business

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time, we request you to confirm your acceptance by signing the offer letter and sending it across to us within 5 days, failing which this offer of employment is liable to be invalid.

Note: Please find the details of the terms & conditions of this offer attached, the details of which are strictly confidential and should not be shared with anyone.

We congratulate you on your appointment and wish you a long and successful career with GGK.

Sincerely,

Moulikka

Moulikka Singh
HR Manager

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-Copy-

24 September, 2018

Mr. Chaitanya Naidu P
2-438, Jangareddygudem,
Andhra Pradesh - 534447.
8897314357

Dear Chaitanya Naidu,

Congratulations! Subsequent to the discussions we had with you recently, we are pleased to offer you an appointment in our organization. Please find the details below:

Position:	Trainee Software Engineer
Date of Joining:	June, 2019
Compensation:	Gross Compensation During the Training Rs. 2,40,000/- (Rupees Two Lakh Forty Thousand only) Gross Compensation Upon successful completion of the training, Rs. 3,50,000/- (Rupees Three Lakh Fifty Thousand only)
Notice Period:	In case of resignation / termination of services, either party will be required to give a two month notice in writing
Place of Work:	Your initial place of work will be at Hyderabad. However, your services are transferable and you may be assigned, to any location in India or abroad where the organization or any one of its associates or customers, conducts business

If you choose to accept this job offer and comply with the terms and existing policies which are modified from time to time, we request you to confirm your acceptance by signing the offer letter and sending it across to us within 5 days, failing which this offer of employment is liable to be invalid.

Note: Please find the details of the terms & conditions of this offer attached, the details of which are strictly confidential and should not be shared with anyone.

We congratulate you on your appointment and wish you a long and successful career with GGK.

Sincerely,

Moulikka

Moulikka Singh
HR Manager

Signature: P. Chaitanya Naidu

Dated: 26-09-2018

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Details of Salary

Name: Chaitanya Naidu P
Position: Trainee Software Engineer

Compensation Details (INR)

Sl. No.	Particulars	Yearly	Monthly
A	**Fixed Compensation**		
1	Basic	71,280	5,940
2	HRA	28,512	2,376
3	Conveyance Allowance	19,200	1,600
4	Medical Allowance	15,000	1,250
5	Special Allowance	61,472	5,123
B	**Performance Allowance****	24,000	2,000
C	**Standard Benefits**		
6	Provident Fund*	17,107	1,426
7	Gratuity	3,429	286
D	**Gross Compensation**	2,40,000	20,000

**PF will be deducted as per the statutory norms.*
***The Performance Allowance is paid every month and it is linked to your individual performance*

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Terms and Conditions

1. Working Hours
The organization works 5-6 days a week, 8.5 hours a day. You will be expected to attend office and work during the hours assigned to you by your leaders. You will be required to work 5 days a week and your weekly off may not necessarily be on Saturday and Sunday. Employees with career experience of less than 2 years are expected to work on the 1st and 3rd Saturdays of every month.

2. Confidentiality
You will be required to execute a confidentiality agreement at the time of joining us regarding your Employment and the business matters of the organization.

3. Authenticity
Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

4. Educational Qualification
This offer would stand cancelled if you fail to successfully complete your educational degree and do not meet the percentage criterion as specified during interviews.

5. Permanent Account Number (PAN)
Permanent Account Number (PAN) is mandatory under Income Tax Act for processing salaries. In the absence of PAN, TDS would be deducted as per the applicable slab rate of Income Tax.

6. Statutory Benefits
Provident Fund: Provident Fund will be deducted from your salary as per EPF Act. The organization will also contribute a matching amount towards your Provident Fund. The PF related components of the compensation would be governed by the relevant statutory laws as may be applicable from time to time.
Gratuity: The Gratuity is paid to the associates as per the Gratuity Act, 1972 and would be governed by the relevant statutory laws and company policy as may be applicable from time to time.

7. Statutory Compliance
Income Tax and Profession Tax or any other payments will be deducted from your salary, applicable as per statutory laws.

8. Health Insurance
You and your dependents will be covered as per the existing Group Insurance Policy facilitated by the organization.

9. Drug Test
You will be required to undergo a drug test with the organization on the day of induction. If tested positive for any of the banned & illegal drugs as per the organization policy, it would result in action leading up to termination.

10. Background Checks
Background checks (Address, Criminal and Education, Employment or any other check as required by the organization from time to time) are conducted for all associates. Additionally, Advanced Background Checks (Address, Criminal and Education& Employment from the time the associate turned 18 till present) may be conducted for associates depending on the organization policy / business need. If the information provided by you is misrepresented, the organization would take appropriate action leading up to termination of employment.
Please note that this offer is subject to the authenticity of the information and documentation provided by you. In the event the information provided is proved to be false / untrue, the organization reserves the right to immediately terminate your services.

15-5H5

GURU GOWRI KRUPA TECHNOLOGIES PRIVATE LIMITED
14th Floor, Tower 1, Laxmi Infobahan Pvt. Ltd. Sy. No. 107/P,
Kokapet, Gandipet Mandal, Ranga Reddy District, Telangana
Pay Slip for the month of Nov/2019

ggk tech
An ACS Group Company

EMP ID.	2508	Employee Name:	Pindi Chaitanya Naidu
PF #	APHYD00539530000134660	ESI #	5215846189
Pay Days	30	D O J	21/08/2019
Designation	Trainee Software Engineer	Department	Technical
AC No	50100303655264	PAN #	EUKPP7284M
Mode of Pay	HDFC	UAN	101492088482

Earnings	Amount	Deductions	Amount
BASIC	7,200.00	PF	1,710.00
HRA	2,880.00	ESI	135.00
SPL.ALLOW	4,050.00	PT	150.00
Perf All	2,000.00		
Stat Bonus	800.00		
Intrnt&Mob	1,000.00		
Total	**17,930.00**	**Total**	**1,995.00**

Net Pay **15,935.00**
In Words **Rupees Fifteen Thousand Nine Hundred Thirty Five Only**

Signature

TDS Details **PAN : EUKPP7284M**

Description	Gross	Exempt	Taxable
Basic Salary	52,955.00		52,955.00
DA			
HRA	21,182.00		21,182.00
Conveyance			
Any Other Allowance	44,533.00		44,533.00
Perquisites			
Other Components			

Income Tax Deduction	
Gross Salary	1,18,670.00
Profession Tax	1,050.00
Other Ded. & Standard Ded.	50,000.00
House Property	
Income from Other Source	
Total VI-A deduction	12,581.00
Taxable Income	55,040.00
Total Tax	
Surcharge + Education Cess	
Tax Deducted(Prev.Emplr+Other)	
Tax Deducted Till date	
Tax to be Deducted	
Monthly Projected Tax	

Deduction Under Chapter VI-A	
Statutory Provident Fund	12,581.00

Tax Paid Details

APR	MAY	JUN	JUL	AUG	SEP
OCT	**NOV**	**DEC**	**JAN**	**FEB**	**MAR**

Leave Details

Leave Type	Opening Balance	Leave Credited	Leave Availed	Leave Encash	Balance Available

5+16

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182423801/Hyderabad
Date: 09/10/2018

Ms. Akitha Pinisetti
D.No:20-134/2,Opp.Swimming Pool,
Z.P.Center,
Machilipatnam-521002,
Andhra Pradesh.
Tel# 91-7032286865

Dear Akitha Pinisetti,

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. 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 48 hours, 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 issued 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.

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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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Akitha Pinisetti**
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant 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. The Retainer/Consultant 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**
The Retainer/Consultant 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**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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9. **Equitable Rights**

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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5H6

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Ref: TCSL/CT20182423801/1211634/Hyderabad
Date: 18 April 2019

MS. AKITHA PINISETTI
D.No:20-134/2,Opp.Swimming Pool null,
Z.P.Center, Machilipatnam,
Andhra Pradesh-521002.
Tel# 918374087597

Sub: Joining Letter

Dear Ms. Akitha Pinisetti,

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 2019** and your training location is **Bangalore** . We are pleased to inform you that your work location is **Bangalore** 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
Gate 1 No 42,
Think campus Electronic City phase II,Karnataka,
Bangalore, Karnataka-560100.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 9108067242000
Email Id: paul.f@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.

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.

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

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

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Payslip
FEB 2020

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MS. AKITHA PINISETTI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1674047			Bank Name	HDFC Bank						Location	Adibatla-Unit 2
Grade	Y	UAN	XXXXXXX7587	Acc No.	XXXXXXX1581						Base Br.	TCS - Hyderabad
PAN	XXXXXXX090R			Days paid	29						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	20029481

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00	Transport Recovery	200.00
Personal Allowance		7,570.00		
Miscellaneous		500.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		25,500.00	Total Deductions	1,624.00

Net Pay (INR)	23,876.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	2,84,095.00	Net Tax Income r/o	2,14,573.00	80C	13,546.00
Deductions under Sec 16	52,200.00	Total Tax Payable		80D	3,776.00
Chapter VIA relief	17,322.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 19 May 2020,14:55:48

15-577

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Offer: Computer Consultancy
Ref: TCSL/DT20184349932/Hyderabad
Date: 26/07/2019

Mr. Harsha Vardhan Pithani
5-4-91/7Surya Nagar,
Near Ramalayam Temple,
Amalapuram-533201,
Andhra Pradesh.
Tel# -

Dear Harsha Vardhan Pithani,

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. 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 48 hours, 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 issued 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.

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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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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 Servicelline: 1800 209 3111 Email: careers@tcs.com

Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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Payslip
APR 2020

TATA
TATA CONSULTANCY SERVICES

MR. HARSHA VARDHAN PITHANI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1751963			Bank Name	HDFC Bank						Location	Madhapur-Hyderabad
Grade	Y	UAN	XXXXXXXX8003	Acc No.	XXXXXXX4231						Base Br.	TCS - Hyderabad
PAN	XXXXXXXX548R			Days paid	30						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	20013999

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00		
Personal Allowance		7,570.00		
Miscellaneous		2,300.00		
City Allowance		600.00		
Performance Pay		1,700.00		
NightShift Allowanc Retro	5,400.00			
Total Earnings (Current + Arrears)		32,700.00	Total Deductions	1,424.00

Net Pay (INR)	31,276.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,07,700.00	Net Tax Income r/o	2,40,612.00	80C	14,688.00
Deductions under Sec 16	52,400.00	Total Tax Payable			
Chapter VIA relief	14,688.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 16 May 2020,18:56:46

1548/A05 H8

S-C

Mindtree

Date:08-Feb-2019

To

Vani Madhavi Podilapu
GUDIVADA

Dear Vani Madhavi Podilapu,

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.

P. Vani Madhavi

Mindtree

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna

P. Vani Madhavi

Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Vani Madhavi Podilapu, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	P. Vani Madhavi
Your Name in Capital letters	VANI MADHAVI PODILAPU

Annexure 1

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

Name	**: Vani Madhavi Podilapu**
Competency	**: C1**
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 : **Vani Madhavi Podilapu**

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.

P. Vani Madhavi

Mindtree

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to coveryour Parents or Parents-in-law.If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

P. Vani Madhavi

Mindtree

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document.

P. Vani Madhavi

Mindtree

separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

P. Vani Madhavi

Mindtree

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month.Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 325,008.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

P. Vani Madhavi

Mindtree

10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

P. Vani Madhavi

Mindtree

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & fixed components(as applicable), in your compensation at the time of termination of your employment.

P. Vani Madhavi

Mindtree

10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

P. Vani Madhavi

Mindtree

On the date of joining at Mindtree Kalinga Bhubaneshwar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

P. Vani Madhavi

Mindtree

16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

P. Vani Madhavi

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Mindtree Offer Letter

Adobe Sign Document History 02/10/2019

Created:	02/08/2019
By:	Mindtree Talent Acquisition Team (campus@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAr1Dell1lEsW5avrD3Lw0Uo6OACwIXkao

"Mindtree Offer Letter" History

Document created by Mindtree Talent Acquisition Team (campus@mindtree.com)
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Waiting for Signature by P.Vani Madhavi (vanimadhu555@gmail.com)
02/08/2019 - 0:06:41 AM PST

Document e-signed by P.Vani Madhavi (vanimadhu555@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (campus@mindtree.com)
Signature Date: 02/10/2019 - 8:22:46 PM PST - Time Source: server- IP address: 218.248.4.14

Signed document emailed to vinay.ramesh@mindtree.com, P.Vani Madhavi (vanimadhu555@gmail.com) and Mindtree Talent Acquisition Team (campus@mindtree.com)
02/10/2019 - 8:22:46 PM PST

Gmail

vani madhu <vanimadhu555@gmail.com>

Mindtree - Welcome Letter

1 message

AMSKalinga@mindtree.com <AMSKalinga@mindtree.com> Tue, Jun 25, 2019 at 4:48 PM
To: vanimadhu555@gmail.com
Cc: Preetha.Chatterjee@mindtree.com, Sarojini.Rath@mindtree.com, Karunakumar.C@mindtree.com, Surveillance.Kalinga@mindtree.com

Dear Vani Madhavi,

It is our pleasure to confirm your accommodation reservation at the Social Centre at Mindtree Kalinga, Bhubaneshwar.

Details:

AMS ID:	7337
Arrival Date:	29 Jun 2019
Time Slot:	8:00 AM

Note: The room allocation details will be shared upon your room check-in at Mindtree Kalinga. This is only a reservation confirmation note.

Please have this reservation confirmation copy handy for security clearance at the entry gate on your arrival at Mindtree Kalinga. This information is also shared via SMS to your registered mobile number.

Look forward to welcoming you on board at Mindtree Kalinga. Welcome to possible!

Team Admin

P.S - This is an auto generated e-mail, please do not reply to this.

http://www.mindtree.com/email/disclaimer.html

7337.png
2K

Mindtree

Mindtree Ltd
Bangalore
Pay-Slip for the month of March 2020

Emp No.	: 01053534	PF No.	: BG/MRD/24470/108456
Name	: Vani Pudilapu	Department	: VERT
Competency	: C1	Emp Status	: Active

Earnings	Rs	Deductions	Rs	Other Details	
Basic Salary	33,000.00	Ee PF contribution	1,800.00	Present Days	: 31.00
House Rent Allowance	9,500.00	Prof Tax - split period	200.00	Date of Joining	: 29.06.2018
Bonus (Monthly)	3,500.00	Rounding off adjustment	0.79	Date of Birth	: 26.05.1998
Year End Pay	815.41			Standard Days	: 31.00
Recovery of round off am	0.18			Location	: Bangalore
				PAN No.	: CYAPP1108B
				UAN No.	: 101513825161
Total Earnings	26,815.79	Total Deductions	2,000.79	Net Salary Rupees	24,815.00

Payment Method: Bank Transfer, Account Number: 20489696078, Bank Name: SBI Bank

This is a computer generated statement and does not require signature and company seal.

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HRD/3T/19-20/12927274

Mr. Pojala Akshay
Candidate ID: 12927274
24-12-20

September 5, 2019

Vijayawada - 520003
Andhra Pradesh
India
Ph: (91) 81255 60516

Dear Pojala,

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

Digitally signed by RICHARD LOBO
Date: 2019.09.05 21:17:08 +05:30
Reason: Offer Letter
Location: Bangalore

Company Confidential - This communication is confidential between you and Infosys Limited.

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HRD/3T/19-20/12927274

September 5, 2019

Mr. Pojala Akshay
Candidate ID: 12927274
24-12-20

Vijayawada - 520003
Andhra Pradesh
India
Ph: (91) 81255 60516

Dear Pojala,

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 **November 11, 2019.**

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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, 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 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.
An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019.** These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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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 name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

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

askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Pojala Akshay
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)	12,000 (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. Pojala Akshay**
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 (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an 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)	12,000 (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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S-C

Mindtree

Date:08-Feb-2019

To

Bhargavi Ponduri
GUDIVADA

Dear Bhargavi Ponduri,

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.

P. Bhargavi

Mindtree

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Pankaj Khanna

P. Bhargavi

Mindtree

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Bhargavi Ponduri, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	P. Bhargavi
Your Name in Capital letters	BHARGAVI PONDURI

Annexure 1

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

Name	**: Bhargavi Ponduri**
Competency	**: C1**
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 : **Bhargavi Ponduri**

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.

P. Bhargavi

Mindtree

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 400,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to coveryour Parents or Parents-in-law.If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

P. Bhargavi

Mindtree

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment,Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 1 and 2, Service Agreement (Annexure 3) and Mindtree Kalinga Code of Conduct (Annexure 4). **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you through a Learning Advisory Document.

P. Bhargavi

Mindtree

separately. Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the competency of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 The Service Agreement signed by your guarantor, witnesses and you is in effect from your date of joining.

7.3 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2016, the date of confirmation will be 16-Sept-2016 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2016, the date of confirmation will be 01-Oct-2016.

7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.5 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.6 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, Service Agreement etc., are not complied with.

7.7 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

P. Bhargavi

Mindtree

8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 22,000 per month.Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 325,008.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

8.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

8.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

8.4 The performance management and career progression will be as per the existing policies.

8.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus, compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

8.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

9. Vacation and leave

9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

9.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

9.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

P. Bhargavi

Mindtree

10. Termination of employment

10.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures as listed in the Service Agreement and return of the Mindtree assets, within two working days.

P. Bhargavi

Mindtree

10.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree, including the amount mentioned in the Service Agreement if last date of employment is within 2 years from the date of joining. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & fixed components(as applicable), in your compensation at the time of termination of your employment.

P. Bhargavi

Mindtree

10.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply with the Service Agreement, and with Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

11 Nature of employment

11.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

11.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

12 Other Agreements :

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

P. Bhargavi

Mindtree

On the date of joining at Mindtree Kalinga Bhubaneshwar, you shall execute a Service Agreement. The Acceptance of terms and conditions of the offer of Appointment shall be deemed as your consent to execute the Service Agreement. You should read the Service Agreement and understand your obligations thereof before confirming the acceptance of this Offer. Please note that in the event that the terms and conditions of the Service Agreement are not acceptable to you, you should not accept this offer. The signing of the offer letter would be deemed a voluntary and fully evaluated decision to commit the Service Period mentioned in the Service Agreement.

13 Transfer

13.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

13.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

14 Retirement and retirement benefits

14.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

14.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

14.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

15 Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

P. Bhargavi

Mindtree

16 Mindtree's Code of Conduct and Policies

16.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

16.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

16.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

17 Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

18 Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

19 Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

P. Bhargavi

15481A05J1

Mindtree Offer Letter

Adobe Sign Document History 02/10/2019

Created:	02/08/2019
By:	Mindtree Talent Acquisition Team (campus@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAA5gMSu2769NYexjpg-sFBxvEHwCaOJdzp

"Mindtree Offer Letter" History

Document created by Mindtree Talent Acquisition Team (campus@mindtree.com)
02/08/2019 - 1:58:07 AM PST- IP address: 112.121.48.1

Waiting for Signature by P.Bhargavi (ponduribhargavi@gmail.com)
02/08/2019 - 1:58:11 AM PST

Document e-signed by P.Bhargavi (ponduribhargavi@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (campus@mindtree.com)
Signature Date: 02/10/2019 - 8:18:05 PM PST - Time Source: server- IP address: 218.248.4.14

Signed document emailed to P.Bhargavi (ponduribhargavi@gmail.com), vinay.ramesh@mindtree.com and Mindtree Talent Acquisition Team (campus@mindtree.com)
02/10/2019 - 8:18:05 PM PST

Mindtree

Mindtree Ltd-India
Bangalore
Pay-Slip for the month of April 2020

Emp No.	: 01053535	PF No.	: BO/MRD/24470/108919
Name	: Bhargavi Ponduri	Department	: PRAC
Competency	: CI	Emp Status	: Active

Earnings	Rs	Deductions	Rs	Other Details	
Basic Salary	15,000.00	Ee PF contribution	1,800.00	Present Days	: 30.00
House Rent Allowance	7,500.00	Prof Tax - split period	200.00	Date of Joining	: 29.08.2019
Special Allowance	147.00	Rounding off adjustment	0.48	Date of Birth	: 04.08.1998
Other Pmts Taxable	500.00	Sec 80D Mediclaim Ded	150.00	Standard Days	: 30.00
Bonus (Monthly)	3,500.00			Location	: Bangalore
Recovery of round off as	0.48			PAN No.	: FEMPP5504F
				UAN No.	: 101319818559
Total Earnings	26,647.48	Total Deductions	2,150.48	Net Salary Rupees	24,497.00

Payment Method: Bank Transfer, Account Number: 028401527372, Bank Name: ICICI Bank

This is my Money. I earned it by doing my best for our customers.

This is a computer generated statement and does not require signature and company seal.

1:01

Ford Interview Call letter - 14th September 2019 - Chennai

Inbox

Ashok, Ac (A.) 11/09/2019

to

Show pictures

header

Dear Candidate,

Greetings from Ford Motor Pvt Ltd!!!

Thanks a lot for evincing interest with us by completing the registration in our Career Portal.

We hereby invite you for the selection process to be held at our office premises on 14th September 2019 (Saturday). Desired details as follows:

1:01

- **Event Date:** 14th September 2019

- **Reporting Time:** 8:00 am to 9:00 am

- **Venue:** Ford Global Technology and Business Centre, ELCOT SEZ, Sholinganallur, Chennai 600119 (https://goo.gl/maps/Zs2XcViYtQtLUCzS8)

Please ensure that you fulfil the following criteria to make yourself eligible for the selection process:

ü Eligible Courses: BE / B Tech (CS, IT, ECE, EEE)
ü Year of Passing: 2019
ü Percentage: Minimum 70% or 7.0 CGPA in BE / B Tech with no standing arrears / backlogs
ü Immediate availability to join, if selected and offered

Work Location: ELCOT SEZ, Sholinganallur
Domain: Information Technology

Kindly be in possession of following documents:

1:01

Kindly be in possession of following documents:

- v 2 copies of updated Resume
- v 1 passport size photograph
- v Government issued identity proof (Original Copy)
- v A hardcopy of this E-mail (Interview Call letter)

Important Note:

1. *Please be informed that your admission to the selection process is subject to fulfilling the* ***above criteria & possession of desired documents***.
2. *Please do not forward this mail to anyone as it is particularly intended to you*

Disclaimer: Ford Motor Pvt Ltd will not solicit any kind of recruitment charges/fees from candidates. Please refrain yourself from any such acts and kindly bring it to our notice in case you come across any as such.

Kindly reply to this mail acknowledging your availability for the selection process.

Wishing you all the very best!

Ford Motor Private Limited
A Subsidiary of Ford Motor Company, USA

11 December 2019

Ms. Sireesha Ponnaganti
Billanapalli,
Hanuman Junction,
Andhra Pradesh.

Dear Sireesha,

Congratulations!

We take immense pleasure on your appointment as **Junior Engineer** and welcoming you as a member in our ONE FORD family.

We are sure that you will find your career with Ford to be exciting. At Ford, we offer tremendous opportunities for you to make the best use and Go Further in the journey. Ford has always been a fun, safe and rewarding place to work. We encourage you to embrace yourself in our workplace initiatives to ensure we continue to be one of the great places to work in the country.

Wishing you all the best!

Authorized Signatory
For Ford Motor Private Limited
Ashok Kumar KJ

Go Further

2017 WORLD'S MOST ETHICAL COMPANIES
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Ford Motor Company is proud to be among the
World's Most Ethical Companies

GREAT PLACE TO WORK
CERTIFIED
APR 2017 - MAR 2018
INDIA

WORKING MOTHER & AVTAR
BEST COMPANIES FOR WOMEN

Registered Address : Plot Nos. 13,15 and 16, Survey No. 602/3 part, ELCOT IT/ITES SEZ, Sholinganallur, Chennai-600119, TamilNadu. Ph : +91-44-6474 1111, Fax : +91-44-6474 0647
Corporate Identity Number : U74120TN1998PTCO41070

Ford Motor Private Limited

Campus 1B ,RMZ Millennia, No 143 Dr.MGR Road
Perungudi, Chennai - 600096

Payslip for the month of January 2020
Form - T [See sub-rule (6) of rule 11]

Employee ID	:KI01NT64	Employee Bank Name	:CITI BANK
Employee Name	:Sireesha Ponnaganti	Emp Bank Account No.	:5497775516923303
Father/Husband's Name	:Satyanarayana	UAN Number	:101451492601
Location	:GTBC	Employee PAN	:EMYPP8574A
Cost center	:1367301FT	Employee ESI No.	:
Designation	:Junior Engineer	Department	:IT
Date of Joining	:16.12.2019	Date of Confirmation	:15.06.2020
Service Date	:16.12.2019	Grade	:SG4

Days Worked : 23.00	PL : 1.00	PL bal : 0.04
Arrear days : 0.00	CL : 2.50	CL bal : 9.50
LOP Days : 0.00	SL : 0.00	SL bal :12.00
Calendar Days: 31.00		

EARNINGS & ALLOWANCES	UNITS	INR	DEDUCTIONS	INR
Basic Salary		15,117.00	Employee PF Contribution	1,814.00
Supplementary Allowance		21,275.50	Professional tax	1,250.00
Bonus		1,400.00		

(*) denotes back pay adjustment.

EMPLOYER CONTRIBUTIONS	INR
Employer Provident Fund	1,814.00

PAY SUMMARY	INR
Gross Earnings	37,792.50
Reimbursements	0.00
Less : Tax	0.00
Less : Dedns	3,064.00

REIMBURSEMENTS

NET PAY	34,728.50
YTD Gross(Earnings + Reimb.)	57,298.30
YTD Tax:	0.00
YTD Employee PF	2,750.00
YTD Employer PF	2,750.00

An amount of INR 34,728.50 (Rupees THIRTY-FOUR THOUSAND SEVEN HUNDRED TWENTY-EIGHT And FIFTY Paise) has been transferred to your Bank Account 5497775516923303
Employee PF Number :TN/MAS/36898/A/22255
* This is a computer generated statement and does not require an authorised signature.

TATA

15481A05I3

Offer: Computer Consultancy
Ref: TCSL/CT20172281683/Hyderabad
Date: 09/10/2018

Mr. Veera Ganesh Ponugoti
D.No 338Konakanchivaripalem,
Konakanchivaripalem,
Guntur-522617,
Andhra Pradesh.
Tel# -

Dear Veera Ganesh Ponugoti,

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. 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 48 hours, 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 issued 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 **₹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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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

Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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15-513

TATA

Ref: TCSL/CT20172281683/1233134/Hyderabad
Date: 18 April 2019

MR. VEERA GANESH PONUGOTI
D.No 338 Konakanchivaripalem,
Konakanchivaripalem, Guntur,
Andhra Pradesh-522617.
Tel# 919701132468

Sub: Joining Letter

Dear Mr. Veera Ganesh Ponugoti,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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.

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Akruti Business Park Gateway Park Road NO 13 MIDC Andheri Mumbai 400 093 India
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Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021

TCS Xperience Program

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

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

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000** . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*

- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

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

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

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

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Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Payslip
JUL 2020

TATA
TATA CONSULTANCY SERVICES

MR. VEERA GANESH PONUGOTI

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1699594			Bank Name	HDFC Bank						Location	Adibatla-Unit 2
Grade	C1Y	UAN	XXXXXXX1071	Acc No.	XXXXXXX6950						Base Br.	TCS - Hyderabad
PAN	XXXXXXX315E			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	20062891

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		14,100.00	Provident Fund	1,410.00
House Rent Allowance		7,050.00	Professional Tax	200.00
Leave Travel Allowance		1,175.00		
Miscellaneous		3,865.00		
City Allowance		1,100.00		
Employer PF Payout		282.00		
Performance Pay		2,600.00		
Total Earnings (Current + Arrears)		30,172.00	Total Deductions	1,610.00

Net Pay (INR)	28,562.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,19,901.00	Net Tax Income r/o	2,46,523.00	80C	17,202.00
Deductions under Sec 16	52,400.00	Total Tax Payable		80D	3,776.00
Chapter VIA relief	20,978.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 19 Aug 2020,15:22:57

15481A0514

Offer: Computer Consultancy
Ref: TCSL/CT20182423773/Hyderabad
Date: 09/10/2018

Ms. Mounica Pothunuru
Alankar Hairstyles,Opp M.R.O Office,KaikaluruKaikaluru,
Kaikaluru,
Kaikaluru-521333,
Andhra Pradesh.
Tel# 91-8309387281

Dear Mounica Pothunuru,

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. 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 48 hours, 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 issued 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.

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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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP trainees without any further intimation/separate communication to you.

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

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10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Mounica Pothunuru**
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	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
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	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
The Retainer/Consultant 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. The Retainer/Consultant 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**
The Retainer/Consultant 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**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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TATA

Ref: TCSL/CT20182423773/1232961/Hyderabad
Date: 18 April 2019

MS. MOUNICA POTHUNURU
Alankar Hairstyles,Opp M.R.O Office,Kaikaluru Opp M.R.O Office,
Kaikaluru, Kaikaluru,
Andhra Pradesh-521333.
Tel# 917729823699

Sub: Joining Letter

Dear Ms. Mounica Pothunuru,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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.

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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

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.

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

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

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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15-5Y

Payslip
APR 2020

TATA
TATA CONSULTANCY SERVICES

MS. MOUNICA POTHUNURU

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1699251			Bank Name	HDFC Bank						Location	SynergyPark-SEZ-U2
Grade	Y	UAN	XXXXXXX1889	Acc No.	XXXXXXX7482						Base Br.	TCS - Hyderabad
PAN	XXXXXXX9678			Days paid	30						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	2925193

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00	TCS Welfare Trust	1.00
Personal Allowance		7,570.00		
Miscellaneous		2,300.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		27,300.00	Total Deductions	1,425.00

Net Pay (INR)	25,875.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,02,300.00	Net Tax Income r/o	2,35,212.00	80C	14,688.00
Deductions under Sec 16	52,400.00	Total Tax Payable			
Chapter VIA relief	14,688.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 18 May 2020, 15:01:45

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Doc #: EMP/OL/PK/07052020/11

May 7, 2020

Mr. Pothuraju Karthik ,
D-No: 2-3/B, Komarru, Mudinepalli Mandal,
Krishna District, Pin Code-521325

Dear Pothuraju Karthik ,

We are happy to offer you the position of **Technical Support Engineer-L1** in our Company. Your initial place of work will be at **"Bangalore / Chennai / Noida"**.However, you may be requested to relocate anywhere in India as per the Client's requirementanytime. From time to time, you may also 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. Offer Letter/Relieving order/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 (Election ID/Driving License)
7. Two reference letters.

Your Annual CTC would be Rs.**222,000/-**per annum (**Rupees TWO LAKH TWENTY TWO THOUSANDS only**)and applicable Tax will be deducted. Your appointment shall be continued based upon your overall performance and successful completion of the initial period of Six months from the date of joining. Your initial core focus shall be mainly on DC-Ops, SDM,Networking and other areas of services that Maintec /its Client offers 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 commence on the assignment **May 6, 2020** or any other date which may be decided as per mutual discussion.

Your appointment would be deemed terminated by both the parties in the event of termination of work order by Maintec'sClient. If either party wishes to end the contract, a notice period of not less than **30** days indicating the same shall have to be provided by the same party in writing.

Please sign on 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 assignment.

Sincerely
For Maintec Technologies Pvt. Ltd,

Malathi Krishnan
Associate Manager - HR

I accept the assignment on the above-mentioned terms and conditions and I will report to duty on **May 6, 2020** or any other date which may be decided as per mutual discussion.

Employee's Signature: P.Karthik

** UPC symbol is unique to each document and cannot be copied or duplicated **

Maintec Technologies Private Limited
3M-215, East of NGEF, Outer Ring Road, Kasturinagar, Bangalore-560043
Salary Slip for the month of Jul/2020

Maintec

Emp ID	E6653	Employee Name:	POTHURAJU KARTHIK
PF No.		ESI No.	5216616543
Pay Days	31	Present Days	31
Date of Joining	06/05/2020	Designation	Network Analyst
Department	Subcon - HCL HYDERABAD	Branch	HYDERABAD (P)
Bank Account No.	20391881152	PAN	JNGPK1925N
Mode of Pay	SBI	UAN	

Earnings	Amount	Deductions	Amount
BASIC	12,000.00	ESI	128.00
DA	5,090.00	PT	150.00
Total	**17,090.00**	**Total**	**278.00**

Net Pay **16,812.00**

In Words **Rupees Sixteen Thousand Eight Hundred Twelve Only**

Signature

Offer: Computer Consultancy
Ref: TCSL/CT20182423658/Hyderabad
Date: 26/07/2019

Mr. Abhishek Pulukuri
53-3-3/10aMallelavari Street, Christurajpuram,
Near Rcm Church,
Vijayawada-520008,
Andhra Pradesh.
Tel# 91-8309704433

Dear Abhishek Pulukuri,

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. 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 48 hours, 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 issued 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.

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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

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 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 Initial Learning 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,

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TCSL/CT20182423658

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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Ref: TCSL/CT20182423658/1272407/Hyderabad
Date: 19 August 2019

MR. ABHISHEK PULUKURI
53-3-3/10a Mallelavari Street, Christurajpuram,
Near Rcm Church, Vijayawada,
Andhra Pradesh-520008.
Tel# 919912505392

Sub: Joining Letter

Dear Mr. Abhishek Pulukuri,

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

We are pleased to inform you that your joining date at TCSL will be **12th September 2019** and your training location is **Hyderabad** . 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 Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

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Tata Consultancy Services Limited
Akruti Business Park 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

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 designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

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

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

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

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

 15481A05 I9 3-D

Gmail

Sai Priya Putta <saipriyatejaswi.putta@gmail.com>

Letter of Intent - Putta Sai Priya Tejaswi - Ref. No.: 8454046

1 message

careers@wipro.com <careers@wipro.com>
To: saipriyatejaswi.putta@gmail.com
Cc: manager.campus@wipro.com

Wed, Jan 16, 2019 at 9:02 PM

Campus - Letter Of Intent

January 16, 2019

Dear Putta Sai Priya Tejaswi,

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	11,667
HRA	5,634
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

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APPOINTMENT LETTER

April 30, 2019

Ms. Putta Sai Priya Tejaswi
D.No:6-164/1
Gandigunta Bypass Road
Vuyyuru- 521165
Andhra Pradesh

Dear **Putta Sai Priya Tejaswi**,

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.

Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR	: JULY 2020	ATTD	: 31
EMPCODE	: 20087565	PF NO.	: PYBOM/11394/1576140
NAME	: PUTTA SAI PRIYA TEJASWI		
GENDER	: FEMALE		
DESIGNATION	: Project Engineer		
LOCATION	: HYDERABAD	UAN NO.:	101472825769
MODE	: BANK	A/c No.:	HDFC - xxxxxxxxxx9913
		NETPAY :	24612

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00	PT	200.00
HRA	5834.00	0.00		
VARIABLE PAY	2189.00	0.00		
TOTAL:	26877.00	0.00	TOTAL	2265.00

Q1 VARIABLE PAY

MONTH(CAREER GROUP)	APR(T)	MAY(T)	JUN(B1)	TOTAL
TARGET VARIABLE PAY	1459	1459	1459	4377

Policy Applicable : B3 & Below Billable Roles

LINKAGES

Utilization Percentage(U): 100%
Utilization Target(T) : 100%

TYPE	LINKAGE (L)	ACH (A)=(U)/(T)	PAYOUT %
Billability	100%	100%	50%

Final VARIABLE PAY Payout % for B3 & Below Billable Roles : 50 %*

Total Variable Pay Payout : 2189 INR

Billability payout percentage is linked to total days utilized(B/S/I).
Please check your PSP and get in touch with respective staffing manager as given in the PSP page in case of any discrepancy in billing data.

*Payout percentage has been calculated based on the approach communicated for Q1 FY21.

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)

15481A05J0

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182423726/Hyderabad
Date: 09/10/2018

Mr. R N Satya Krishna Manikanta Kureti
20-245/2Kottiraghavayya Street,
Saint Francis English Medium High School,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9603571393

Dear R N Satya Krishna Manikanta Kureti,

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. 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 48 hours, 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 issued 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

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 Initial Learning 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,

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **Lead-Talent Acquisition** Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190
Pune **Lead-Talent Acquisition** Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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2. **Retainer/Consultant's Obligations**
Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**
The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.

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9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant 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. The Retainer/Consultant 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 the Retainer/Consultant 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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Ref: TCSL/CT20182423726/1233861/Hyderabad
Date: 18 April 2019

MR. R N SATYA KRISHNA MANIKANTA KURETI
20-245/2 Kottiraghavayya Street,
Saint Francis English Medium High School, Machilipatnam,
Andhra Pradesh-521001.
Tel# 917780655393

Sub: Joining Letter

Dear Mr. R N Satya Krishna Manikanta Kureti,

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 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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.

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.

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

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

Tata Consultancy Services Limited
Akruti Business Park 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,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Payslip
NOV 2019

TATA
TATA CONSULTANCY SERVICES

MR. R Krishna Manikanta SATYA

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1700859			Bank Name	HDFC Bank						Location	SynergyPark-SEZ-U2
Grade	Y	UAN	XXXXXXX0577	Acc No.	XXXXXXX6851						Base Br.	TCS - Hyderabad
PAN	XXXXXXXB83D			Days paid	30						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	2985987

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,224.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00		
Personal Allowance		7,570.00		
Miscellaneous		500.00		
City Allowance		600.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		25,500.00	Total Deductions	1,424.00

Net Pay (INR)	24,076.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	2,80,795.00	Net Tax Income r/o	2,11,273.00	80C	13,546.00
Deductions under Sec 16	52,200.00	Total Tax Payable		80D	3,776.00
Chapter VIA relief	17,322.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual income is after considering the exemption - if any.

15481A05J1

Gmail

Mr. Reddy <rbsbalasai999@gmail.com>

Letter of Intent - REDDY BALA SAI - Ref. No.: 8273578

3 messages

careers@wipro.com <careers@wipro.com> Tue, Dec 4, 2018 at 5:17 PM
To: rbsbalasai999@gmail.com

Campus - Letter Of Intent

04-Dec-2018

Dear REDDY BALA SAI,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15-503

Gmail

student criteria <studentcriteria.gec@gmail.com>

Fwd: :: Offer of Employment-Mary Jyothsna Redla

1 message

Mary Jyothsna Redla <maryjyothsnaredla@gmail.com>
To: studentcriteriagec@gmail.com

Thu, Jun 25, 2020 at 11:21 AM

Respected Madam
I hope you are doing well
Roll No: 15481A05J3
--------- Forwarded message ---------
From: **L-Cube** <hr.pune@l-cube.com>
Date: Mon, Jul 29, 2019 at 8:35 AM
Subject: :: Offer of Employment-Mary Jyothsna Redla
To: <maryjyothsnaredla@gmail.com>

OFFER OF EMPLOYMENT

(Strictly Confidential)

Date: 29/07/2019

Mary Jyothsna Redla

Dear Mary Jyothsna Redla,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Business Development Engineer – Trainee** under probation in our company based at Pune.

You will be on probation for a period of six months and confirmed after successful completion of training / probation. 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 probation, if your performance is not satisfactory, your services are liable to be terminated without notice and the Bank Guarantee invoked.

You will be required to execute a Service Agreement as undertaking to serve our Organization for a minimum period of two years from the date of your joining. **As already accepted during the final interview you are required to furnish us a Bank Guarantee for 2 yrs for a sum of Rs. 1,00,000 (Rupee One Lakh only).** The Service Agreement and Bank Guarantee should be submitted to the HR as per the required format with the necessary supporting documents **on or before 06/08/2019**, failing which your offer will be cancelled.

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 course without any arrears.

Report to the HR for completion of the necessary formalities along with the following on or before 06/08/2019.

1. Service Agreement Document
2. Bank Guarantee
3. Four passport size photograph
4. ID proof & Address proof (Aadhar card & PAN card – both self-attested)
5. Photocopies of Certificate in support of Academic / Technical / Educational Qualifications along with originals for verification.

Your remuneration details as follows:

SALARY Break-up / Month			
EARNINGS	**INR**	**Deductions**	**INR**
Basic	- 13433.00	Employer & Employee - Provident Fund	- 3224.00
House Rent Allowance	- 8955.00	Profession Tax	-
Employer Provident fund	- 1612.00	Income Tax	-
Others (1 of 12)	- 1000.00	Others (1 of 12)	- 1000.00
Cost to the Company	**- 25,000.00**	**Total Deductions**	**- 4,224.00**
Net Salary (Take home)	**- 20,776.00**		

We are pleased to inform you that you are entitled for free drop facility after your working hours.

This offer letter has been issued in duplicate. Please sign and return the duplicate as acknowledgement that you have read, understood and accepted the same.

Yours Sincerely,

N. Raj A

Vice President – Operations.

L-Cube Innovative Solutions Pvt. Ltd.

Please acknowledge this offer of employment and send your confirmation of the same as below by email.

I hereby acknowledge the receipt of my offer letter and confirm my acceptance. As mentioned above I will be submitting all the necessary documents within the stipulated time required by the Organization or else necessary action can be taken against me.

Signature of Acceptance :

Name :

Date :

L-Cube Innovative Solutions,Pvt. Ltd.,
1148,I Block ,VI Avenue,
Anna Nagar West,Chennai-600 040

Salary Slip

MARCH 2020

Name	R Mary Jyothsna	**Designation**	Client Care Analyst
DOJ	05.08.2019	**PF No**	PU/PUN/1504687000/60

Salary Details

Net Payables			**Less Deductions**		
Basic Salary	*Rs.*	14,516.00	*P.F*	*Rs.*	1,742.00
HRA	*Rs.*	9,677.00	*E.S.I*	*Rs.*	0.00
Project Allowance	*Rs.*	0.00	*Profession Tax*	*Rs.*	0.00
Executive Allowance	*Rs.*	0.00	*Income Tax*	*Rs.*	
** L.O.P. 1 Days*			*Advance*	*Rs.*	2,500.00
			Others	*Rs.*	1,000.00
Net Paid				*Rs.*	*18951.00*

Leave Details	*Casual Leave*	*Earned Leave*	*Special Leave*
Total Available Limit	7	0	0
Total Availed	0	0	0
Net Leave Available	7	0	0

Project Manager

15-575

Date: February 10th, 2020

SAGI LOKESH,
S/o Sagi Venkatapathi,
2-2/2, Near Temple,
Devarampadu, Ongole(M), Prakasam,
Andhra Pradesh. PIN-523182.

Dear SAGI LOKESH,
We take great pleasure in inviting you to be an integral part of Achyutas Soft

Congratulations! On being selected for the position of **UI Developer** at **Achyutas Soft**. We are enclosing herewith your letter of appointment, which may kindly be sent to us with your signature in each page as a token of acceptance.

Please note that the offer of appointment is subject to satisfactory completion of your reference check

Please keep us informed of your date of joining at least two days in advance. In case you may need any clarifications regarding your job, salary, or any policy, please contact

Name: Krishna Mohan Jasti
Email ID: [illegible]

As a part of the joining process, you are requested to bring the following documents on the day of joining

Photocopies of

- SSLC (X Std) Marks Card / Birth certificate.
- Degree / Diploma/ Highest qualification certificate along with marks cards (all semesters)
- Appointment letter, Relieving letter or Accepted Resignation letter & Experience letter from the previous 2 Organizations
- Address proof and PAN copy.
- Form 16 (Income Tax) from previous employer (if applicable)
- 2 passport size photographs.

Please bring the original education certificates / mark sheets for verification.

We look forward to you having a long and fruitful relationship with Achyutas Soft.

Yours sincerely,
For Achyutas Soft

S.V SAI
Director

Date: February 10th, 2020

SAGI LOKESH,
S/o Sagi Venkatapathi
2-2/2, Near Temple
Devarampadu, Ongole(M), Prakasam
Andhra Pradesh, PIN-523102

Sub: Appointment letter

Dear SAGI LOKESH,

We have pleasure in appointing you in Achyutas Soft as **UI Developer** at Hyderabad. Please note that the employment terms contained in this letter are subject to Company policy.

1. **APPOINTMENT**

a. Your date of appointment is effective from the date of joining not later than **14th February 2020**.

b. You will be liable to be transferred in such capacity as Achyutas Soft may from time to time determine any other location, department, function, establishment, or branch of the company or subsidiary, associate or affiliate Company. In such case you will be governed by the terms and conditions of service applicable to the new assignment.

2. **COMPENSATION**

a. Your Total Compensation will be **INR. 2,40,000 per annum (INR Two Lakh Forty thousand rupees only)**

b. You will be entitled to other compensation and benefits in accordance with the Company policy as modified and intimated to you from time to time.

c. Your salary will be reviewed periodically as per Company policy.

d. Changes in your compensation are discretionary and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.

e. You understand and affirm the need to treat your compensation as highly personal and confidential, which is to be discussed only with Managing Director or HR.

3. **OTHER BENEFITS**

a. Achyutas Soft provides only two type of leave i.e. casual & sick leave. You shall be eligible for 18 working days leave (12 days of casual leave and 6 days of sick leave) with prior approval from

15481A05J8

Cognizant

26-Feb-2019

Dear Naga Sai Sravanthi Sanaka,
B.Tech/B.E., CS
Computer Science & Engineering

Candidate ID – 13003982

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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 Bethawada
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

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 of Joining Intimation

1 message

<cognizantHR@cognizant.com>
To: sravanthisanaka@gmail.com

Wed 18 Dec, 2019 at 6:18 PM

Cognizant

Dear Naga Sai Sravanthi Sanaka ,

Candidate ID: 13003982

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. Please Click here to accept your Date of joining (DOJ).

Reporting Time : 9:00 AM
Joining Venue : Cognizant Technology Solutions India Pvt Ltd. Plot No: 129 to 132, APHB Colony, Lords Conference Hall, 8th Floor,Phase-3(Block-1),DLF Building, Opp to Old CMC Office, Gachibowli,Hyderabad-500032
Date Of Joining : 27 Dec 2019

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to **login** to One Cognizant & ensure that you complete the online forms & photo upload at least **3 days** before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least **two days** before your DOJ. Onboarding Pass would be generated **one day** before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process
Password: Password that was created by you after registration

Please use the authentication key **(AE907706E14FA5BE)** to digitally sign the online forms.

On your first day

Please bring the following applicable mandatory documents at the time of joining:

Marksheets & Certificates (Original & 2 Xerox copy attested by Notary public member or Gazette officer)

For 2017 Batch pass outs

1. Latest Degree - All Semester-wise marksheets or consolidated marksheet
2. Latest Degree - Provisional or Degree or Convocation certificate issued by the University

For 2015 & 2016 Batch pass outs

1. 10th Standard marksheet
2. 12th Standard marksheet

3. Diploma marksheet & Diploma certificate (only applicable for recruits who have completed diploma)
4. UG-All Semester-wise marksheets or consolidated marksheet (mandatory for both UG & PG recruits)
5. UG-Provisional or Degree or Convocation certificate issued by the University (mandatory for both UG & PG recruits)
6. PG-All Semester-wise marksheets or consolidated marksheet (mandatory for PG recruits only)
7. PG-Provisional or Degree or Convocation certificate issued by the University(mandatory for PG recruits only)

Government ID proofs (Original & 1 Self-Attested Xerox copy)

1. PAN Card (issued in your Name)
2. Valid Indian Passport (Front & Back) or Passport acknowledgement receipt with Appointment details generated post payment
3. Aadhaar Card (issued in your Name) or Aadhaar Card Enrollment Acknowledgement slip

Other Mandatory Documents

1. Onboarding Pass
2. Four passport-size color photographs

- Please have the electronic copy of the all the above documents available in your personal mailbox.
- If any of the above mandatory documents are not available, you would not be considered for onboarding.
- In case any of the original marksheets are lost and duplicate attested marksheets are available. Please bring the FIR copy for the old marksheets as well as the duplicate attested copy.
- Please note that the offer letter will be declared invalid and treated as revoked in the event of any discrepancy in your records, documents and information that you have submitted to Cognizant.

Dress Code:

Broadly, the dress code policy is as follows:

For Day 1: Business Formals with appropriate footwear.

Please avoid on all days:

Ladies: Shorts, cargo trousers, capris, round-neck t-shirts, short/multi-colored skirts, t-shirts / shirts with competitor's logos/controversial messages.

Gentlemen: Open shoes, slippers, sandals, shorts, cargo trousers, round-neck and muscle fit t-shirts, shirts with competitor's logos/controversial messages.

Kindly do not bring any laptops, storage (USB) devices, Cameras, other gadgets (except mobile phone) to the premises on the day of joining.

Should you have any clarification, please follow the below steps to help you navigate to the FAQ section on our Campus2Cognizant (C2C) portal :-

- Step 1: Login to https://campus2Cognizant.cognizant.com using your 1C Onboarding portal credentials.
- Step 2: Navigate to the **FAQ tile** on the Landing Page
- Step 3: Search for the question in the FAQ bank and find the answer
- Step 4: If your query is not available in the FAQ bank, navigate back to the FAQ tile
- Step 5: Use the **Write to Us option** to send us your query with screenshots if applicable
- Step 6: Find your answer in the **My Questions Section** under FAQ tile, once we respond back

Regards,
Cognizant-Human Resources

***THIS IS AN AUTO TRIGGERED MAIL. PLEASE DO NOT REPLY ***

15-5T8

Cognizant

Cognizant Technology Solutions India Private Ltd

Payslip for the month of June 2020

Financial Period 2020-2021

Private & Confidential

Associate Information			
Ms. Naga Sai Sravanthi Sanaka			
Associate Id	844960	Location	DLF (DLF) Block 2 & 3 SEZ
Designation	Programmer Analyst Trainee	PAN	KFxxxxx6A
Gender	Female	Bank A/C	xxxxxxxxx890
Date Of Joining	27-Dec-2019	ESI Number	
PF A/C	TN/MAS/31309/1807319	Status	Salary Credited
UAN	101548008927	Available Calendar Days	30
SA Policy No	-	Paid Days	30
SA LIC ID	-	Loss of Pay Days	0

Earnings	Amount	Deductions	Amount
Basic	8,950	Profession Tax	200
House Rent Allowance	5,370	Provident Fund-Employee Contribution	1,500
Conveyance Allowance	800	TDS	0
Medical Allowance	1,250		
Special Allowance	5,639		
Advance Statutory Bonus	2,000		
(A) Total Earnings	**24,009**	**(B) Total Deduction**	**1,700**

Net Salary = (A) - (B)	**22,309**

This is a computer generated payslip, and is not valid unless authorized.

Registered Office:Cognizant Technology Solutions India Private Limited
5/535, old Mahabaliprum Road, Chennai - 600 097.

S. Gopi Krishna
15481A05J9
CSE-R.

Gmail

gopi krishna <gopikrishnasa@gmail.com>

Letter of Intent - Gopi Krishna Sandhyala - Ref. No.: 8379280

1 message

careers@wipro.com <careers@wipro.com>
To: gopikrishnasa@gmail.com
Cc: manager.campus@wipro.com

Wed, Dec 19, 2018 at 6:32 AM

Campus - Letter Of Intent

December 19, 2018

Dear Gopi Krishna Sandhyala,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
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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

APPOINTMENT LETTER

April 30, 2019

Mr. Gopi Krishna Sandhyala
6-1132/C, Vignan Nagar
Jaggayyapet, Krishna Dt
Jaggayyapet- 521175
Andhra Pradesh

Dear **Gopi Krishna Sandhyala**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

8379280

Payslip *(Confidential)*

wipro

WIPRO LIMITED

MONTH/YEAR	: MAY 2020	ATTD	: 31
EMPCODE	: 20037434	PF NO.	: PYDOM/11394/1376848
NAME	: SANDHYALA GOPI KRISHNA		
GENDER	: MALE		
DESIGNATION	: Project Engineer		
LOCATION	: HYDERABAD	UAN NO.	: 101472833007
MODE	: BANK	A/c No.	: HDFC - xxxxxxxxxx7822
		NETPAY	: 23223

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	HEDPREM	265.00
BONUS	2333.00	0.00	PF	1500.00
GRPALLW	4554.00	0.00	PT	200.00
HRA	5554.00	0.00		
SHFTALLW	0.00	800.00		
TOTAL:	24608.00	800.00	TOTAL	2265.00

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 mytelpline.

*HEDPREM - Monthly Medical Insurance Premium for Self and/or Family (Spouse)

1548/ADSKO

IBM

August 22, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Seelam Venkata Sai Priyanka

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

August 22, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Seelam Venkata Sai Priyanka

We are pleased to offer you the position of Associate - Technical Engineer, in band 04G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% in your highest completed education, failing which IBM may, at its sole discretion, withdraw this offer of employment

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e August 26, 2019. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at DLF IT Park, Tower 1A,1/24-Shivaji Garden, Mount Poonamalee Rd, Ramapuram, Chennai-600089. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self-photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not

hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:

- Relieving document from most recent employer – Relieving letter or service certificate or resignation acceptance e-mail with last working day (LWD) confirmation.
- Passport and Pan card– If you do not have a Passport or Pan card you need to bring one of the following IDs.
    - Voter ID card
    - Driving License
    - Aadhaar Card
    - Senior Secondary result/certificate with DOB and photo (for university hires only)
- In the absence of Passport and Pan card, apply for the same immediately and carry any one of the following as mentioned above to complete on boarding process.
- Disability certificate – If you have stated in your application to IBM that you are differently abled, please bring the disability certificate as per the prescribed format, duly filled & signed.
- Name change document – If you have ever changed your name at any point of time, and for any reason whatsoever. Valid Indian Work Permit, if applicable.
- Education documents (for university hires only) – Degree certificate and all year mark sheets for the highest degree attained.

Please contact us via eschoolhiring@in.ibm.com for any queries regarding your employment offer.

The other terms and conditions of the offer are as follows:

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

the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days notice or basic salary in lieu thereof.
- Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.
- IBM encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with IBM, you will be required to comply with the following:
    - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
    - You agree to utilize IBM's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to IBM's business.
    - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of IBM.
    - You also understand and acknowledge that IBM requires its employees to be productively and effectively utilized at all times. IBM maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to IBM's processes and policies.
    - You will be aware that the Company works on a round the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.
    - Your compliance with the above terms and conditions shall be reviewed from time to time, and shall be an integral condition of your continued employment with IBM.
- You will retire from the services of the Company on attaining 58 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).

- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without IBM's prior written authorization.
- You will, by default, be enrolled in IBM's Group Mediclaim Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.
- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to IBM operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- All employees are required to read and comply with IBM's Business Conduct Guidelines and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of Rs 100000 (Rupees One Lakh Only) as cost incurred towards your training during the course of your employment, in the event your services with IBM are terminated for whatever reason, including your resignation from services, within a period of 12 months from the date of your joining IBM or if you are absconding from work for a period of 8 days which will lead to eventual termination of your employment.
- You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you.
- This offer is conditional upon your having a valid Passport. If you do not have a passport as of the date of this offer, you are required to apply for one immediately and produce the relevant acknowledgement on the day of your on boarding. Should you be denied a passport or if you are otherwise unable to produce a copy of your passport, IBM shall be entitled to terminate your employment for cause. It is a condition of your employment that you have a valid passport at all times.
- You will be required to register your profile with National Skills Registry once you join IBM. The details on the National Skills Registry are available on www.nationalskillsregistry.com .To complete the registration process, you will be required to submit a photograph, a photo identity proof and

registration fee of INR 300 + (Service taxes as applicable) - which includes INR 50/- annual usage fee at the POS (Point of Service) helpdesk at IBM office Registration with National Skills Registry is mandatory and should be completed within 30 days from your date of joining.

- You will be required to provide the Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to IBM , and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.
- You shall be entitled to the following benefits when you join at the training location. These amounts are subject to applicable income taxes, and shall not be considered a part of your salary for the purpose of any statutory deductions:

  Settling in Allowance - A one-time amount of INR 25000 towards settling-in allowance will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed in the same month of joining else it will be processed in the subsequent month of joining. This amount is intended to offset any and all expenses applicable during the joining process of the employee (e.g., relocation expenses like travel, stay, conveyance etc. during initial training and first project deployment post training) - no additional amounts are payable or reimbursable. This amount will be paid as a fixed lump sum amount in your payroll and you will not be required to submit receipts for any expenses incurred. Please note that this settling-in allowance is subject to appropriate income tax deductions as per applicable law. If you resign from IBM, or your employment is terminated for any reason, within 1 year from your joining date, you agree that you will repay the entire settling in allowance to IBM. You may be required to repay to IBM any taxes that were deducted from your settling in allowance and paid to the income tax authorities, subject to applicable law, and if such amounts cannot be reclaimed by IBM, IBM may recover all such amounts from your final settlement.

IBM

IBM CONFIDENTIAL

ANNEXURE A

DATE	August 22, 2019		
NAME	Seelam Venkata Sai Priyanka	BAND	04G
DESIGNATION	Associate - Technical Engineer	LOCATION	CHENNAI
Compensation Components		IBM Offer (in INR)	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		154459	
3. Annual Reference Salary (ARS)		334459	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		364699	

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

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

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Signed By - IBM Authorized Signatory
Director - Talent Acquisition ISA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING))

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

15-5K0

IBM India Pvt. Ltd.

Private and Confidential

PAYSLIP FOR THE MONTH OF April 2020

Name : Seelam Venkata Sai Priyanka	Location : Tamil Nadu	Company cd : IBM India Pvt Ltd
Emp No : 0000JMA PENNA : 56023879	Department : INCRC	Emp group : Regular full time
Pay period : 01.04.2020 - 30.04.2020	PF No. : PY/KRP/19214/1062159	Emp subgrp : Salaried
	UAN No : 101492905134	

Transfer date	Bank Name	Account No.	Amount =	Earnings	- Deductions	+ Adjustment
30.04.2020	HDFC BANK	50100265451800	26,071.58 =	27,871.58	- 1,800.00	+ 0.00

Earnings		Deductions		Perks/Other Income/Exemp/Rebates	
Monthly Basic Salary	15,000.00	Ee PF contribution	1,800.00	Agg of Chapter VI	21,600.00
Flat Allowance	12,871.58				
Total	27,871.58	Total	1,800.00		

Take Home Pay	26,071.58

Form 16 summary	
Ann Reg Income	334,458.96
Gross Salary	334,458.96
Balance	334,459.00
Std Deduction	50,000.00
Gross Tot Income	284,459.00
Agg of Chapter VI	21,600.00
Total Income	262,860.00
Tax on total Income	643.00

This Payslip is computer generated and doesn't require any signature

15481A05K1
CSE-D.

Gmail

Pavani Seemakurti <pavaniseemakurti@gmail.com>

Letter of Intent - Seemakurti Pavani - Ref. No.: 8454905

3 messages

careers@wipro.com <careers@wipro.com> Tue, Jan 29, 2019 at 12:02 AM
To: pavaniseemakurti@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

January 28, 2019

Dear Seemakurti Pavani,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

---

Pavani Seemakurti <pavaniseemakurti@gmail.com> Tue, Jan 29, 2019 at 8:29 AM
To: brahmigec@gmail.com

[Quoted text hidden]

Pavani Seemakurti <pavaniseemakurti@gmail.com> Tue, Jan 29, 2019 at 10:29 AM
To: sscr66 <sscr66@gmail.com>

[Quoted text hidden]

APPOINTMENT LETTER

April 30, 2019

Ms. Seemakurti Pavani
47-8-11
Behind Chinna Rice Mill, Gunadala.
Vijayawada- 520004
Andhra Pradesh

Dear **Seemakurti Pavani**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band.

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 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.

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 upto 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,**

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.
I shall be reporting for duty on __/__/____
Name: _____
Signature: _____ Date: __/__/____
Place: _____

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR	: APRIL 2020	ATTD	: 30
EMPCODE	: 20087732	PF NO.	: PYBOM/11394/1576555
NAME	: SEEMAKURTI PAVANI		
GENDER	: FEMALE		
DESIGNATION	: Project Engineer		
LOCATION	: COIMBATORE	UAN NO	: 101472830125
MODE	: BANK	A/c No.	: IDFC - xxxxxxx1624
		NETPAY	: 22623

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1800.00
GRPALLW	4854.00	0.00		
HRA	5834.00	0.00		
TOTAL:	24688.00	0.00	TOTAL	2065.00

HAPPY BIRTHDAY, SEEMAKURTI PAVANI!

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)

154B1A05K3

CSE - D

Gmail

Vijaya Uppalapati <vijaya.uppalapati312@gmail.com>

Fwd: Letter of Intent - SETTY MIDHUN SAI KUMAR - Ref. No.: 8424456

1 message

MIDHUN <midhun.velama@gmail.com> Tue, Feb 19, 2019 at 2:57 PM
To: Vijaya Uppalapati <vijaya.uppalapati312@gmail.com>

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Wed 9 Jan, 2019, 6:03 AM
Subject: Letter of Intent - SETTY MIDHUN SAI KUMAR - Ref. No.: 8424456
To: <midhun.velama@gmail.com>

Campus - Letter Of Intent

09-Jan-2019

Dear SETTY MIDHUN SAI KUMAR,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15481A05K7

Cognizant Offer Letter

Inbox

TalentAcquisitionGro... 8/7/2019
to me

Dear Nazima Parveen,

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.

Cognizant

Dear Mahesh Parvare Mate,

Candidate ID

Welcome to Cognizant, the fastest growing global digital services company, IT services and BPO company!

We are delighted that you have accepted our offer of employment and we look forward to welcoming you onboard. Please

Designation: Trainee
Joining Venue: Cognizant Technology Solutions India Pvt Ltd (SEZ Unit), (SEZ - Plot No. 14/1, Part II, Plot No. 14/2, Part II, Survey No. 40/2/B, Thoraipakkam Village, Tambaram Taluk, Kancheepuram District - Chennai - 600 119, India
Date of Joining: 28 Dec 2017

Make Sure the Updates

To facilitate a smooth onboarding into Cognizant, we request you to **login** to

Date of Joining Acceptance & Onboarding Plan

Please accept the DOJ in the onboarding UI tools at least **two days** before your DOJ. Between day Two onwards (depending on your **arrival date**) before your DOJ, after your arrival confirming at the hotel, providing photo upload & completing DOJ, timing over the Onboarding Team & timing on your DOJ.

The option to accept the DOJ under 10 points would be considered **one day** late in the DOJ. Therefore you don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further process and be re-engaging the offer letter. There is no option of deferring the date of joining or changing the joining location as it is dependent on the business requirements.

Login Credentials

User Name: Your ID is used as a unique registration process
Password: Password that was created at time of the registration

Please use the actual to login your **(ATTENDANCE DAILY)** to access the online forms.

On your First day

Please keep the following applicable mandatory documents on the date of joining.

Mark sheets & Certificates

For 2017 Batch pass out

1. Latest Degree or Provisional Degree Certificate
2. Latest Degree Transcript or Provisional Degree Transcript

For 2015 & 2016 Batch pass out

1. 10th Marks card & Certificate
2. 12th Marks card & Certificate
3. Degree Consolidated Marks card (Degree Marks card from 1st Year to last Year)
4. Degree Provisional Certificate or Degree Certificate
5. Relieving letter from last employer (Relieving letter should mention the date of joining and date of relieving)
6. Experience letter from last employer (Experience letter should mention the date of joining and date of relieving)
7. Pay slips for last 3 months (Pay slips should mention the date of joining and date of relieving)

Government ID proofs (Original & 1 Set of Attested Xerox copies)

1. Aadhar card (Mandatory)
2. Passport (Valid Passport is mandatory for those who are joining in Chennai SEZ)
3. Voter ID card (Mandatory for those who are joining in Chennai SEZ)

Other Mandatory Documents

1. Photo of the
2. Passport size photo (4 copies)

- Photo copy of the Medical Certificate (Medical Certificate should mention the date of joining and date of relieving)
- Photo copy of the Medical Insurance card (Medical Insurance card should mention the date of joining and date of relieving)
- Photo copy of the Medical Insurance card (Medical Insurance card should mention the date of joining and date of relieving) Medical Insurance card should be valid for 1 year from the date of joining
- Photo copy of the Medical Insurance card (Medical Insurance card should mention the date of joining and date of relieving) Medical Insurance card should be valid for 1 year from the date of joining

Dress Code:

Casually: Refer dress code policy in the Intranet

For Day 1: Business Formals with a presentable Hairstyle

Cognizant

Cognizant Technology Solutions India Private Ltd

Payslip for the month of Jan 2020

Financial Period 2019-2020

Private & Confidential

Associate Information			
Ms. Nazima Parveen Shaik			
Associate Id	844848	Location	ASV Suntech park (ASV) STP
Designation	Programmer Analyst Trainee	PAN	LJbxxxx8L
Gender	Female	Bank A/C	xxxxxxxx100
Date Of Joining	28-Dec-2019	ESI Number	
PF A/C		Status	Salary Credited
UAN	101548631943	Available Calendar Days	31
SA Policy No	-	Paid Days	31
SA LIC ID	-	Loss of Pay Days	0

Earnings	Amount	Deductions	Amount
Basic	8,950	Profession Tax	1,025
House Rent Allowance	5,370	Provident Fund-Employee Contribution	1,800
Conveyance Allowance	800	TDS	0
Medical Allowance	1,250		
Special Allowance	5,339		
Advance Statutory Bonus	2,000		
(A) Total Earnings	**23,709**	**(B) Total Deduction**	**2,825**

(1) Net Salary = (A) - (B)	**20,884**
(2) *Net Arrears	**2,806**
(3) Total Pay = (1) + (2)	**23,690**

* Please refer annexure for Arrears details

This is a computer generated payslip, and is not valid unless authorised

Registered Office Cognizant Technology Solutions India Private Limited
5/535, old Mahabalipuram Road, Chennai - 600 097

15-5/45

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Shaik Sahil Basha,

Syntellect ID: SBE1901829

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Shaik Sahil Basha			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

Syntel Private Limited

Unit No 112 Seepz.

Andheri (East)

PAYSLIP FOR THE MONTH OF JULY 2020

EMP NO	: 5067567	PF NO	: MH/KMN/41505/5033161
NAME	: Sahil Basha Shaik	PAY GROUP	: 3PL
DESIGNATION	: Associate Consultant	ESI NO	:
UAN	: 101549829031		

EARNINGS	Rs	DEDUCTIONS	Rs		
Basic New	10033.00	Provident Fund	1500.00	COST CENTRE	:
Statutory Bonus	2400.00	Professional Tax	208.00	DATE OF JOINING	: 17/02/2020
HRA Fixed	5017.00	Employee State Insurance	202.00	DATE OF BIRTH	: 17/01/1998
Adjustable Allowance	9053.00	Samarpan-Syntel Emp Welfare	50.00	STANDARD DAYS	: 31
Covid-19 PF Rebate	300.00			DAYS WORKED	: 31
				LOCATION	: Chennai
				PAN	: JIOPS4720Q
				RESIDENTIAL STATUS	: ROR
				PAYMENT	: BANK TRANSFER
				BANK	: ICICI
				A/C No.	: 2607015006336
Total Earnings Rs.	29803.00	Total Deductions Rs.	1960.00	Net Payment Rs.	28073.00

Note:

Fri Jul 31 12:25:03 IST 2020 Please Send Your Queries to info@vicielityglobal.com

This document contains confidential information. If you are not the intended recipient, you are not authorized to use or disclose it in any form. If you have received this in error please destroy it along with any copies and notify the sender immediately.

15481A05U

Gmail

sirisha sudikonda <sirishasudikonda@gmail.com>

Letter of Intent - SIRISHA SUDIKONDA - Ref. No.: 8426626

1 message

careers@wipro.com <careers@wipro.com> Wed, Jan 9, 2019 at 6:01 AM
To: sirishasudikonda@gmail.com

Campus - Letter Of Intent

09-Jan-2019

Dear SIRISHA SUDIKONDA,

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 TR8-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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15-5L)

Payslip (Confidential)

wipro

WIPRO LIMITED

MONTH/YEAR	: MAY 2020	ATTD	: 31
EMPCODE	: 20067593	PF NO.	: PYBCM/11394/1576888
NAME	: SUDIPUNDA SIRISHA		
GENDER	: FEMALE		
DESIGNATION	: Project Engineer		
LOCATION	: BANGALORE	UAN NO.	: 101472520461
MODE	: BANK	A/c No.	: IDFC - xxxxxxx2107
		NETPAY	: 22423

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11667.00	0.00	MEDPREM	265.00
BONUS	2333.00	0.00	PF	1500.00
GRPALLW	4554.00	0.00	PT	200.00
HRA	5834.00	0.00		
TOTAL:	24688.00	0.00	TOTAL	2265.00

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 mynelpline.
*MEDPREM - Monthly Medical Insurance Premium for Self and/or Family (Spouse)

15481A0543

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Surabattuni Niharika,

Syntellect ID: SBE1904143

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Atos Syntel

Dear Surabattuni Niharika,

Congratulations! We are pleased to confirm your joining of Atos Syntel as per the details mentioned in this email.

As we welcome you to be a part of Atos Syntel, we request you to kindly go through the details and select guidelines on the joining formalities to ensure that you have a smooth on-boarding experience with Atos Syntel.

Date of Joining: 17th February 2020, Monday

Reporting Time: [illegible]

Dress Code: Business formals / Business casuals

Joining Location: Chennai
Work Location Address:
Atos Syntel Pvt. Ltd.
Atos SYNTEL Pvt. Ltd., SEZ Unit
Plot. H7 & H8, SIPCOT IT Park,
Siruseri, Chennai - [illegible]

Direction Map: [illegible]

Important Instructions
Please read the instructions mentioned in the attached joining kit carefully.

- You will be covered under the "Atos Syntel Induction Program" on your date of joining. Please ensure that you arrive on time at the induction venue.
- As per policy outstation candidates can avail the guest house accommodation facility if required, for a period of **seven calendar days** only. Details of place of accommodation will be sent soon.
- All outstation candidates are advised to be at their joining location a day in advance to avoid any delays, and hence your guest house bookings are accordingly made.
- You need to submit your PAN card on the date of joining. This is an important document for processing your pay. In case you do not hold a PAN card, you are required to mandatorily apply for the same before joining and submit the "Acknowledgement Copy" on your date of joining.
- It is mandatory to carry all the documents mentioned in the attachment on your date of joining, for completing your joining formalities.
- The allocated joining location is definite and the date of joining is non-extendable.
- Read about Atos Syntel on [illegible]

Looking forward to your on-boarding and wishing you a wonderful career with Atos Syntel.

Important note:

- Failing to join us on mentioned date of joining - 17th February 2020 will result in your earlier "**Letter of Intent (LOI)**" issued to you stands cancelled.

Warm Regards,
Human Resources - Campus Recruitment Team

Syntel Private Limited
Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF MAY 2020

EMP NO	: 5067638	PF. NO	: MH/KAN/41505/5033250
NAME	: Niharika Surabattuni	PAY GROUP	: SPL
DESIGNATION	: Associate Consultant	ESI NO	:
UAN	: 101573473103		

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic New	10033.00	Provident Fund	1800.00	COST CENTRE	:
Statutory Bonus	2400.00	Professional Tax	208.00	DATE OF JOINING	: 17/02/2020
HRA Fixed	5017.00	Samarpan-Syntel Emp Welfare	50.00	DATE OF BIRTH	: 25/05/1998
Adjustable Allowance	9083.00			STANDARD DAYS	: 31
				DAYS WORKED	: 31
				LOCATION	: Chennai
				PAN	: LQOPS8184N
				RESIDENTIAL STATUS	: ROR
				PAYMENT	: BANK TRANSFER
				BANK	: HDFC BANK
				A/C No	: 50100342547336
Total Earnings Rs.	26533.00	Total Deductions Rs.	2058.00	Net Payment Rs.	24475.00

Note:

Sat May 30 20:31:52 IST 2020 Please Send Your Queries to info@excelityglobal.com

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Scanned by CamScanner

 1548IA05L8

Gmail

durga arumalla <thanvigec@gmail.com>

Fwd: Offer Letter - Trainee- T. Meghana

MEGHANA TIRUMALASETTY <tirumalasettymeghana@gmail.com> Sat, Jan 5, 2019 at 5:39 PM
To: thanvigec@gmail.com

---------- Forwarded message ---------
From: MEGHANA TIRUMALASETTY <tirumalasettymeghana@gmail.com>
Date: Thu, Dec 13, 2018, 6:25 PM
Subject: Re: Offer Letter - Trainee- T. Meghana
To: Training <training@ctrls.in>
Cc: Roop Kumar Raju <roopkumar.g@ctrls.in>

I accept the offer.

On Thu, Dec 13, 2018, 12:45 PM Training <training@ctrls.in> wrote:

Dear T. Meghana,

Congratulations!!!

Further to your discussions with the Senior Management team, we are pleased to offer you the position of **"Trainee"** at **CtrlS Datacenters Ltd**, Hyderabad.

PFA copy of the Terms & Conditions.

Note:

- You will be on Training program for 60 - 70 days. **The training commencement date will be intimated in the next consecutive mails.**
- 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.

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 Monday EOD, to this same mail with the same subject line.

Looking forward for your response.

15-528

Dear Meghna,

Congratulations !!!

Further to your discussions with the Senior Management team, we are pleased to offer you the position of "Associate Engineer" at Cloud4C Services Pvt. Ltd.,Hyderabad.

As informed during the interview process, you are required to sign on the Service Agreement (Bond) as per process.

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 tomorrow EOD, Term & Condition mentioned herein.

Look forward for your response.

Best Regards,
Rajini Sunchu
Executive HR
CtrlS is India's First and Asia's largest Tier 4 Datacenter operating across India, USA, and UAE
Follow us on

CtrlS Datacenters Ltd
16,Software Units Layout, Madapur (Hitech-City),
Hyderabad 500081, Telangana, India
Mobile : 8886789304
Tel : Tel : 040-46474747 | **Ext**: -No-2619
Fax : +91 (40) 23116055

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CtrlS
Asia's Largest
Tier 4 Datacenter

15-5L8

Welcome to CtrlS,

A place **to grow, shine & enjoy.**

Have a great start.

CtrlS
Asia's Largest
Tier 4 Datacenter

CtrlS
Asia's Largest
Tier 4 Datacenter

29th April 2019

We are pleased to offer you training with CtrlS Datacenters Limited on the terms and conditions set out in this letter attached to this Letter. By signing this letter and the Annexure, you acknowledge having received, read and understood the terms and agree to be bound by the same.

We welcome you and look forward to a long association.

Thanking you,

NOTE: In addition to the Letter and Annexure hereto, you shall be signing the 'Confidentiality, Invention and Non-Solicitation Agreement' and such other agreements as may be required with the Company.

CtrlS
Asia's Largest
Tier 4 Datacenter

Terms and Conditions for Training and Recruitment after Training

The following are the terms and conditions.

1. The candidates who have cleared Ctrls eligibility Criteria, is issued an offer for training. This letter is only an invitation for training and is not an appointment letter; this letter does not guarantee his/ her appointment in the company.

2. The candidates will undergo training for 60-70 days and are called a trainee.

3. Attendance is mandatory during the period of training. The training will start every day from 9:30 AM and end by 6:30 PM. No transport facility will be provided by CTRLS.

4. The Trainee should sign NDA before the start of training which states that he/ she will not leave the training unless until he/she is asked to leave by CTRL S. If he /she leave during the training period he/she is liable to a pay penalty for same, which will decide by the CTRLS. The penalty during the training is Rs.80000/-.

5. The Trainee will undergo training in various technologies of Data Center and Cloud computing.

6. The Trainee will be assessed on weekly basis and also at the end of the training. The candidates should score a minimum of 70% in each of the assessment to be eligible for the final interview with the COE's.

7. The trainee will be paid a stipend of Rs. 10000/- for the entire duration of the training period.

8. The recruitment of trainee will be based on this or her performance in the overall assessments and final interview with the COE.

9. Once the trainee is selected in the final interview, and is issued offer for employment. He /she should join the company with in the stipulated time. If the trainee does not join because of any other reasons he/she is liable to pay the training cost, which will be decided by the management.

10. Trainee once selected after the training will be offered a CTC as discussed before the training and other emoluments, which will be decided by CTRLS up on his performance and feedback from training.

11. An appointment letter will be issued to all those who get selected in the training. The appointment letter will have details such as CTC, designation, and the reporting authority and other terms and conditions. All the trainees who are appointed, will undergo on-job training for 3 – 6 months in NOC(network operation Center) and SOC (Security operation Center)

12. The trainee during the training period should adhere to the rules and regulations of the company, and violation of the same is subjected for legal action.

13. The trainee should not indulge in any of the activities that cause threat to the organization.

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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 Release Date:September 23, 2019

Uppalapati Ravi Teja
12-3-226/1 Macharla, Guntur,
Andhra Pradesh, India, 522426

Sub: Offer & Appointment Letter

Dear Uppalapati Ravi Teja,

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IOMC ("HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee** in **band E1.**

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on September 25, 2019 at **9:00 A.M** at the following address, **Noida-Sec-3, A-9.** 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 and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in – **HCL TECH LTD. - IOMC.** Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer cum appointment letter and appended annexure(s).

Your Total Compensation will be INR 2.60 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure II.**

You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of Joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

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.

SIGNATURE OF EMPLOYEE:

HCL

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You need to have cleared all the subjects & should be a pass out of **2019 batch** for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

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 TECH LTD. - IOMC.** will stand withdrawn without any liability.
Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL TECH LTD. - IOMC

Authorized Signatory

Amrita Das

Vice President, Head-Global Rewards

SIGNATURE OF EMPLOYEE:

Salary Payslip for the Month of July-2020

Pay Period 01.07.2020 to 31.07.2020

Ravi Teja Uppalapati

HCL

HCL TECH Ltd. - IOMC

Employee ID	:	51837587	**Bank Name & Account No**	:	HDFC BANK LIMITED 50100304835229
Person ID	:	51837587	**Location (CWL)**	:	Chennai-SEZ, Kanceehpuram, ETA 1, #33
Designation	:	Graduate Engineer Trainee	**Department**	:	HCLISD APMEA DEL-MEA Del-
DOJ / Gender	:	25.09.2019 / Male	**Band**	:	E1
PAN No	:	AFMPU7244R	**Days worked in month**	:	31.00
PF // Pension No*	:	HIL EPF Trust-GN/GGN/5572/447828	**LWP Current/Previous Month**	:	0.00/0.00
UAN No	:	101509313607	**Sabbatical Leave Current/Previous Mon**	:	0.00/0.00

Standard Monthly Salary	INR	Earnings	INR	Deductions	INR
Basic Salary	13,000.00	Basic Salary	13,000.00	Ee ESI contribution	127.00
HRA	3,809.00	HRA	3,809.00	Ee PF contribution	1,300.00
Advance Statuatory Bonus	2,126.00	Advance Statuatory Bonus	2,126.00		
		Employer PF 2% Diff	260.00		
Total Standard Salary	**18,935.00**	**Gross Earnings**	**19,195.00**	**Gross Deductions**	**1,427.00**
				Net Pay	**17,768.00**

Income Tax Computation

Exemption U/S 10	Projected / Actual Taxable Salary		Contribution under Chapter VI A		Monthly Tax Deduction	
	Taxable Income till Pr. Month	58,887.40	Provident Fund	15,860.00	April'20	0.00
	Current Mth Taxable income	19,195.00	Voluntary PF	0.00	May'20	0.00
	Projected Standard Salary	151,480.00			June'20	0.00
	Taxable Ann Perks	0.00			July'20	0.00
	NPS ER contribution	0.00			August'20	0.00
	Gross Salary	229,562.40			September'20	0.00
	Standard Deduction	50,000.00			October'20	0.00
	Exemption U/S 10	0.00			November'20	0.00
	Tax on Employment (Prof. Tax)	0.00			December'20	0.00
	Income under Head Salary	179,562.00			January'21	0.00
	Interest on House Property	0.00			February'21	0.00
	Gross Total Income	179,562.00			March'21	0.00
	Agg of Chapter VI	15,860.00				
	Total Income	163,702.00				
	Tax on Total Income	0.00				
	Tax Credit	0.00				
	Health and Education cess	0.00				
	Tax payable	0.00				
	Tax deducted so far	0.00				
	Balance Tax	0.00	**Total**	**15,860.00**	**Total**	0.00

*This is a computer generated payslip and doesn't require signature or any company seal. All one time payments like PB,taxable LTA,variable pay etc will be subject to one time tax deduction at your applicable tax slab

*The current month pay slip has got generated after consideration of payroll input i.e. compensation letter, flexi declaration, one-timer payment input provided and approved transfers till 24th of this month.

*Refer PF statement in ESS (My HCL) for Pension No.

15481A05M4

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

14-Nov-2019

ESTHER Rani Uyyuri

C8362585

Sundaraopeta,Lingapalem mandal,Mattamgudem post,West Godavari District.

7729908188

Dear **ESTHER,**

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology

Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - 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 with an aggregate of 65% or 6.5 CGPA or more, as well as

satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to

> PaySlip

CTC Worksheet

View Payslip Apr-2020

Accenture Solutions Pvt Ltd — **Payslip For APRIL 2020**

Personnel No.	11834168	**Name**	Esther Rani Uyyuri
Bank	HDFC	**Bank A/c No.**	50100330942519
DOJ	23 / Dec /2019	**LOP Days**	0
PF No.	MH/BAN/45665/1289829	**STD Days**	30
Location	Hyderabad	**Worked Days**	30
Department	ATCI	**Career Level**	12
Facility	Hyderabad - HDC2A	**Entity**	ATCI
PF UAN	101557033780		

Earnings	Amount in Rs.	Deductions	Amount in Rs.
BASIC	15,000.00	PROVIDENT FUND	1,800.00
HOUSE RENT ALLOWANCE	7,500.00	PROFESSIONAL TAX	200.00
ADHOC ALLOWANCE	4,283.00		
MISCELLANEOUS ALLOWANCE	3,333.00		
GROSS EARNINGS	**30,116.00**	**GROSS DEDUCTIONS**	**2,000.00**
NET PAY 28,116.00			

15481A05M5
CSE-D.

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20173799136/Hyderabad
Date: 09/10/2018

Ms. Pragna Sri Vadapalli
Dno-27/69Circlepet,
D.V Subharao Street,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-8500739269

Dear Pragna Sri Vadapalli,

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. 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 48 hours, 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 issued 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
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TATA

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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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

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 TCSL Centres
Annexure 3: Confidentiality and IP 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

Ref: TCSL/DT20173799136/1211785/Hyderabad
Date: 18 April 2019

MS. PRAGNA SRI VADAPALLI
Dno-27/69 Circlepet,
D.V Subharao Street, Machilipatnam,
Andhra Pradesh-521001.
Tel# 918500848985

Sub: Joining Letter

Dear Ms. Pragna Sri 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 **29th April 2019** 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 **08:00 AM** on the date mentioned above.

Tata Consultancy Services Ltd
Survey No.109,110 & 111/2,
Nanakramguda Village, Serilingampally Mandal, R R District,
Hyderabad, Telangana-500032.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Nirupam Biswas
Phone: 914067892999
Email Id: biswas.nirupam@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

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.

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

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

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,

Damodar Padhi
Vice President & 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

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Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Sreelakshmi Vallabhaneni,

Syntellect ID: SBE1925094

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

15-5M2

Atos | Syntel

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

15-5M7

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Sreelakshmi Vallabhaneni			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

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Atos | Syntel

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

Found in Inbox

15481A05M7

Atos | Syntel

Dear Sreelakshmi Vallabhaneni ,

Congratulations! We are pleased to confirm your joining at Atos Syntel as per the details mentioned in this email.

As we welcome you to be a part of Atos Syntel, we request you to kindly go through the details and basic guidelines on the joining formalities to ensure that you have a smooth on-boarding experience with Atos Syntel.

Date of Joining: 03rd February 2020, Monday

Reporting Time: 9:00 AM

Dress Code: Business formals / Business casuals

Joining Location: Chennai
Work Location Address:
Atos Syntel Pvt. Ltd.
Atos SYNTEL Pvt. Ltd., SEZ Unit,
Plot. H7 & H8, SIPCOT IT Park,
Siruseri, Chennai – 603103

Direction Map: https://goo.gl/maps/9aqZpb7ws9jr59hg9

Important Instructions
Please read the instructions mentioned in the attached joining kit carefully.

- You will be covered under the "Atos Syntel Induction Program" on your date of joining. Please ensure that you arrive on time at the induction venue
- As per policy, outstation candidates can avail the guest house accommodation facility if required, for a period of **seven calendar days** only; details of place of accommodation will be sent soon
- All outstation candidates are advised to be at their joining location a day in advance to avoid any delays, and hence your guest house bookings are accordingly made
- You need to submit your PAN card on the date of joining. This is an important document for processing your pay. In case you do not hold a PAN card, you are required to mandatorily apply for the same before joining and submit the "Acknowledgement Copy" on your date of joining
- It is mandatory to carry all the documents mentioned in the attachment on your date of joining, for completing your joining formalities
- The allocated joining location is definite and the date of joining is non-extendable
- Read about Atos Syntel on www.atos-syntel.net

Looking forward to your on-boarding and wishing you a wonderful career with Atos Syntel.

Important note:

- Failing to join us on mentioned date of joining – 03rd February 2020 will result in your earlier **"Letter of Intent (LOI)"** issued to you stands cancelled

Warm Regards,
Human Resources | Campus Recruitment Team

Idea - Be Safe 3G 6:20 PM 100%

SREE50528

PDF - 4 KB

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Syntel Private Limited
Unit No 112 Seepz,
Andheri (East)
PAYSLIP FOR THE MONTH OF MAY 2020

EMP NO	: [illegible]	PF. NO	: [illegible]
NAME	: Sasalakshmi Vallabharani	PAY GROUP	: SPL
DESIGNATION	: Associate Consultant	ESI NO	:
UAN	: [illegible]		

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic New	100.00.00	Provident Fund	1600.00	COST CENTRE	:
Statutory Bonus	24.00.00	Professional Tax	200.00	DATE OF JOINING	: [illegible]
HRA Fixed	50.17.00	Samaspan Syntel Emp Welfare	50.00	DATE OF BIRTH	: [illegible]
Adjustable Allowance	90.00.00			STANDARD DAYS	: 31
				DAYS WORKED	: 31
				LOCATION	: Chennai
				PAN	: [illegible]
				RESIDENTIAL STATUS	: RCR
				PAYMENT	: BANK TRANSFER
				BANK	: -
				A/C No.	: [illegible]
Total Earnings Rs.	[illegible]	Total Deductions Rs.	[illegible]	Net Payment Rs.	[illegible]

Note:

Sat May 30 20:01:09 IST 2020 Please Send Your Queries to info@[illegible]global.com

This document contains confidential information. If you are not the intended recipient you are not authorised to use or disclose it in any form. If you have received this in error please destroy it along with any copies and notify the sender immediately.

15-5118

doodleblue Innovations PrivateLimited

"Prakash Presidium", "B" Wing, Fifth Floor, 110, Mahatma Gandhi Road, Chennai-600 034
Phone : 2822 8855, 3022 8855, Fax: 28225225

1st July, 2020

Dear Deepthi Vejella,

Welcome to **doodleblue 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 **React Native Engineer** in our organization to be based in Chennai.

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. 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.

c. National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension

doodleblue

DIGITAL STRATEGY CONSULTING

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 in Annexure - I for more details

All reasonable expenses arising out of and during the course of employment shall be reimbursed provided that the same has been authorized prior to being incurred and with the provision of appropriate receipts.

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.

7. Termination of employment

a. Probation Period – Please note that you are under a 3 month probation period where you need to consistently prove your capabilities as per your allocated role immediately as you join us. Your salary during probation period will be dependent on your performance. Be proactive and engage with management to understand how you are doing. This period will be used to evaluate your performance and if satisfactory, you will be acknowledged as a full time employee of the Company. If the management finds your performance below par, we will have the right to terminate your employment at any point during the probation period with immediate effect. In case you choose to leave the services of the company in the probation period you have to give a written notice of 1 month.

b. Post the probation period the Company shall be at liberty to terminate your employment by giving a notice of one month or compensation in lieu thereof.

   In case you choose to leave the services of the company, you will have to give the company a prior written notice of three month. On all such incidence, you will be required to return the company all papers, documents, confidential information and all other property which belongs to the company and which may be in your possession at that time. Your salary during your notice period will be based on your performance and your last month salary will be released after due diligence.

c. This letter of appointment has been issued to you on the understanding that there is nothing in your past record which should have prevented the company from offering you the appointment. If, however, it is found that your past record is objectionable of if any declaration given by you to the company is modified or if you have willfully suppressed any material or information, in such cases you shall be liable to be removed from the services of this company, without any notice or compensation in lieu thereof.

d. Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

8. Job responsibility transfer / handover

a. While under the employment of the Company and as per this appointment terms, you may be subject to transfer / deputation to other areas / departments / projects etc within the organization or within the associate and affiliate companies.

b. In case of separation from the company, you shall ensure that each and every job / task handled by you shall be handed over and explained along with updated status and reasons, follow up and completion advise to the concerned person coming into your position.

c. Improper / incomplete or refusal to handover will result in the company not clearing your employment and you shall not take up any other employment whatsoever or carry out business in any aspect until the issue is resolved.

9. Non conflict of personal & company's business interest

a. You shall not, without the prior written consent of the company, either directly or indirectly during the continuance of this terms and conditions, be engaged in any capacity in any trade, business or occupation whatsoever other than being in the employment of this company.

b. If at any time during your employment (either alone or with others) you make, conceive, discover, reduce to practice or become possessed of any invention, modification, discovery, design, development, improvement, process, formula, data, technique, know-how, secret or intellectual property right whatsoever or any interest therein (whether or not patentable or registrable) (herein called "Inventions") that relates to the business of the Company in any manner connected to it or any of the products or services being developed, manufactured or sold by the company or which may conveniently be used in relation therewith, or results from tasks assigned to you by the Company or results from the use of premises owned, leased or contracted for by the company, such Inventions and the benefits thereof shall immediately become the sole and absolute property of the company, and You agree to promptly disclose to the Company (or any persons designated by it) each such Invention and shall assign such rights you may have or acquire in the Inventions including the benefits and/or rights resulting there from to the company without compensation and shall communicate, without cost or delay, and without publishing the same all available information relating thereto (with all necessary plans and models) to the company.

c. During the course of your employment and thereafter, you will be required to keep all correspondences and exchanges with the company as well as all other information, trade secrets or materials received by you concerning our business as confidential and not divulge to any person or firm or company such information. You shall not (except in the proper course of his duties) during the term of your employment and __ years from the date of termination of his employment, use or disclose or attempt to use or disclose to any Person, and shall use your best endeavours to prevent the publication or disclosure of all correspondences and exchanges with the company as well as all other information, trade secrets or materials received by you concerning our business. You In case it is discovered that you are a part to such an activity, you shall be deemed to subject yourself to any disciplinary action as found deemed proper by the management. For the purposes of this clause "other information" shall include, but shall not be limited to, information, knowledge or data of an intellectual, technical, financial, cost, pricing, commercial or marketing nature which is not in the public domain and in which the company has a business, proprietary or ownership interest or has a legal duty to protect, whether or not received from a third party in whatever form, including, but not limited to, technical data, drawings, designs, manuals, reports, algorithms, lists, computer programmes, blue prints, computer databases, quotations and price lists, customers (including any other non-public personal information about such customers and any list, description or other grouping of customers that is derived using other non-public personal information),

internal procedures, financial information, including, but not limited to, financial year forecasts and next financial year targets, valuation of business, employees' information,.

d. **Non- Competition** - It is further acknowledged and agreed that following termination of your employment with for any reason you shall not, directly or indirectly, and whether alone or in conjunction with, or through an affiliate or by way of assistance to any other person, during the Term of this Agreement and for a period one year after your cessation of employment from the company (in any capacity):

a. canvass, solicit or approach or cause to be canvassed, solicited or approached by any person/business entity who at any time is or was interested in or has or had control of or intends to have control of any business which is competing or similar to business of the Company;

b. carry on, own, manage, operate, join, assist, have an interest or control in any business /business entity which is competing or similar to the business of the Company;

c. act as an employee, advisor, consultant, trustee or agent for any entity who is engaged or financially interested in or proposes to provide same or similar to the business of the Company;

d. solicit or entice or endeavour to solicit or entice away from the Company or knowingly employ or aid or assist any other person or persons in employing or otherwise retaining the services of any employees of or consultants to the Company.

e. directly or indirectly use in connection with any competing or similar trade or business to that of the Company, a name resembling the Company's or capable of confusion therewith.

f. interfere or seek to interfere or take such steps as may interfere with the business of the Company.

g. Hire any current employees of Company for a period of 1 year.

e. Nothwistanding what has been stated above, you further acknowledge and agree that following termination of your employment for any reason you shall not solicit business from current clients or clients who have retained the Company in the 1 year period immediately preceding the employee's termination.

f. You acknowledge that the restrictions set forth in this offer letter are reasonable and necessary for the protection of the Company, its customers, its affiliates and associated companies. Any violation of the covenants and obligations set forth in this offer letter by you will cause irreparable injury to the company and that the company shall be entitled to an interim injunction, restraining order or such other equitable relief from the appropriate authority. The injunctive relief will be additional to any other rights and remedies that the company is entitled to under applicable laws.

Any claim, controversy or dispute (collectively referred to as "**Disputes**") arising out of or under this offer letter, not settled by mutual agreement between us within 30 days, shall be referred to a sole arbitrator appointed by Company. The arbitration proceedings shall be conducted in Chennai, India and shall be governed by and construed in accordance with the laws of India. The courts at Chennai shall have exclusive jurisdiction.

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 **doodleblue Innovations Private Limited,**

Atishe Chordia
CEO, doodleblue Innovations Private Limited.

110 MG Road,
5th Floor, *Prakash Presidium*
Chennai – 600034, India

doodleblue

DIGITAL STRATEGY CONSULTING

doodleblue Innovations PrivateLimited

"Prakash Presidium", "B" Wing, Fifth Floor, 110, Mahatma Gandhi Road, Chennai-600 034
Phone : 2822 8855, 3022 8855, Fax: 28225225

ANNEXURE 1

SALARY AND BENEFITS

EMPLOYEE NAME: Deepthi Vejelle, EMPLOYEE CODE: TBD

Salary Component	Monthly
Basic	14040
HRA	7020
Other Allowances	2340
CTC	**23400**

Please note: Post 3 months PF will be added to your CTC.

For doodleblue Innovations
Private Limited, Atishe Chordia
CEO, doodleblue Innovations Private Limited

110 MG Road,
5th Floor, *Prakash Presidium*
Chennai – 600034, India

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Pay slip for the month of Jul,2020

Employee Name	:	Vejella Deepthi	Gross CTC	:	23400
Employee Code	:	DBJAV163	No of Leaves	:	1
Designation	:	React Native developer	Leave Deduction	:	755
Pan	:	BOKPV9318D	Bank Account No.	:	111901523662

Earnings	
Basic	14040
HRA	7020
Special Allowance	1585
Bonus	0
Gross Earnings	**22645**

Deductions	
Advance	0
TDS	0
Total Deductions	**0**

Net Pay / Take Home	₹.22645
Reimbursements	₹.400
Amount Paid	**₹.23045**

Rupees in Words: **Rupees Twenty Two Thousand Six Hundred Forty Five Only.**

DOODLEBLUE INNOVATIONS PVT. LTD. 110, M.G. ROAD, CHENNAI 600 034

This is a computer-generated Pay slip. No signature is required.

15481A05N0

amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER

Siva Sankar Reddy Veluri
41-28/1-67, Korenamaiah street, Ranigari thota
Vijayawada
520013
IN

Dear Siva Sankar 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 **Transaction Risk Investigator** at **Bangalore**, 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 **24-Aug-2020.**

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 further period of 3 more months or terminate your employment with Amazon India with immediate effect

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

15-5 NO

amazon **Amazon Development Center India Pvt. Ltd**

Payslip For : JUL-2020

Amount in INR

Employee Code	105031214	EMPLOYEE NAME	Siva Sankar Reddy Veluri
Bank	ICICI	Bank A/c No	060101552965
DOJ	26 Aug 2019	LOP days	0
PF A/c No	BGBNG00268580000163420	STD Days	31
PF UAN	101497690978	No. of Days Paid	31
Department	Abuse Prevention - VAR	Designation	Transaction Risk Investigator
Location	BANGALORE	Previous Month LOP	0
ESI No			

Earnings	No of Units	Earned	Deductions	Amount
Basic		15,000.00	PF Employee Cont.	1,500.00
House Rent Allowance		7,500.00	Professional Tax	200.00
Leave Travel Assistance		55.00		
PF Differential amount		300.00		
Net adjustment of PF		188.00		
Attendance Award		10,420.00		
Overtime 2.0 Amount	5.00	1,405.00		
Transportation Allowance		4,000.00		
GROSS EARNING		38,868.00	GROSS DEDUCTIONS	1,700.00
		NET PAY	37,168.00	

Employer Contribution	No of Units	Earned	
PF - Employer Contr.		1,500.00	

Important Notes
This month there will be no medical insurance deduction due to open window. Aug pay slip will have medical deduction for July and Aug.

Avinash-4
15481A05N1
C.S.E-D

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182423666/Hyderabad
Date: 09/10/2018

Mr. Avinash Vemula
7/28, Badriveer ApartmentDegree College Road,
Opp To S.E.R.M School,
Gudlavelleru-521356,
Andhra Pradesh.
Tel# -

Dear Avinash Vemula,

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. 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 48 hours, 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 issued 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.

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

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 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 Initial Learning 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,

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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 expense-s 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

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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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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. **Disclaimer**
   Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

3. **Training Period**
   You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning 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

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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 10 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 ILP 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

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
-An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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.

If you remain unauthorizedly absent for a consecutive period of 10 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 ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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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 TCSL Centres
Annexure 3: Confidentiality and IP Terms

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15-5N1

TATA

29-APR-2019

Letter Of Appointment

Mr. Avinash Mula
TCS - Hyderabad

Dear Mr. Avinash,

Further to your acceptance of our offer letter vide TCSL/CT20182423666/- Hyderabad dated 29-Apr-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. 29-APR-2019 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 1701051.

Yours sincerely,
For TATA Consultancy Services Limited

VASUDEVAN RAJAGOPALAN
Head Talent Acquisition - India

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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

15-5N1

Payslip
MAY 2020

TATA
TATA CONSULTANCY SERVICES

MR. Vemula Avinash

Employee Details				Payment & Leave Details							Location Details	
Emp No.	1701051			Bank Name	HDFC Bank						Location	Waverock SEZ
Grade	Y	UAN	XXXXXXX057D	Acc No.	XXXXXXX7048						Base Br.	TCS - Hyderabad
PAN	XXXXXXX701B			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		10,200.00	Provident Fund	1,020.00
House Rent Allowance		4,080.00	Professional Tax	200.00
Leave Travel Allowance		850.00	Health Insurance Scheme Premium	1,888.00
Personal Allowance		7,570.00		
Miscellaneous		500.00		
City Allowance		600.00		
Employer PF Payout		204.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		25,704.00	Total Deductions	3,108.00

Net Pay (INR)	22,596.00

Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	3,03,004.00	Net Tax Income r/o	2,34,384.00	80C	12,444.00
Deductions under Sec 16	52,400.00	Total Tax Payable		80D	3,776.00
Chapter VIA relief	16,220.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

Payslip generated on : 25 Jun 2020,21:11:50

V. pavan Kumar.
15481A05N3.
CSE-B

Gmail

gopi krishna <gopikrishnasa@gmail.com>

Fwd: Letter of Intent - Pavan Kumar Venigalla - Ref. No.: 8312986

1 message

pavan kumar 5N3 <pavan11825@gmail.com> Thu, Jan 3, 2019 at 3:53 PM
To: gopikrishnasa@gmail.com

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Wed 19 Dec, 2018, 6:31 AM
Subject: Letter of Intent - Pavan Kumar Venigalla - Ref. No.: 8312986
To: <pavan11825@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

December 19, 2018

Dear Pavan Kumar Venigalla,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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,

15481A05N6

12:42 35%

Welcome To Virtusa - Offer Confirmation | Inbox

Mothy Raajan Usha... 06/03/2019
to me

Dear Yadavalli Sravani

Congratulation!!!

We are happy to inform you that you have been offered by Virtusa. Kindly take this mailer as the confirmation.

Find below the Offer details:

CTC: 3.3 LPA

Designation: Associate Engineer

Joining Location: Anywhere in India

Date of Joining: July'19.

As a policy, your actual offer letter will be issued to you on your day of joining in Virtusa office.

---

*Virtusa has been recognized as one of the top 20 global IT service providers in Everest Group's 2018 PEAK Matrix Service Provider of the Year™ awards:

12:47 35%

Virtusa Onboarding... 04/06/2019
to me

Hi,

The task "Candidate Picture*" has been assigned to you.

Please note that you must complete it by 07/06/2019.

Comments:

Please provide the requested information,
Your Username is : YadavalliSravani

1. Employee Name: Yadavalli Sravani
2. CREQ Number : 44462
3. Joining Location: IN CHE Navallur
4. Joining ATC: Virtusa Consulting Services Pvt. Ltd. (Unit - I), India
5. Designation: Associate Engineer-Technology
6. Department: Delivery
7. Candidate Email: yadavallisravani3@gmail.com
8. Type Of Hire: Trainee
9. DOJ: 10/06/2019, 7:00 AM

For further information, please contact Shan Rosheen at the following email address: srosheen@virtusa.com

Best Regards,
System Administrator

This is an automated email and replies will not reach the System Administrator. Please do not reply.

virtusa

Virtusa Consulting Services Private Limited
SURVEY NO 115/PART, PLOT NO 10
NANAKRAMGUDA
SERILINGAMPALLY

PAYSLIP FOR THE MONTH OF MAY 2020

Emp Code	8063543	**Emp Name**	Yadavalli Sravani		
Department	Virtusa Consulting Services Pvt. Ltd. (Unit - I)-IN	**Cost Center**	417	**PF No.**	APHYD0061537000002 6241
Location	CHENNAI	**Designation**	Associate Engineer-Technology	**ESI No.**	
Date of Birth	16-06-1998	**Bank A/c No**	50100284572652	**Pan No.**	AZEPY8417C
Date of Joining	10-06-2019	**Gender**	F	**EPS No.**	
UAN	101473487152	**Global Date of Joining**	10-06-2019		

Regime Type	Old Regime

Earnings	**Amount**	**YTD**	**Deductions**	**Amount**	**YTD**
Basic	10,500.00	21,000.00	Provident Fund	1,361.00	2,994.00
House Rent Allowance	5,250.00	10,500.00	ESI	155.00	308.00
Advance Statutory Bonus	1,500.00	3,000.00	Professional Tax	208.00	416.00
Special Allowance	3,112.00	6,224.00			
Covid Allowance	272.00	272.00			
Total Earnings	20,634.00	40,996.00	**Total Deductions**	1,724.00	3,718.00

Net Pay : Rs. 18,910.00

In Words Rupees Eighteen Thousand Nine Hundred and Ten Only.

Days In Month (A)	Arrear Days (B)	LOPR Days(C)	LOP Days (D)	Net Days Worked (E = A + B + C - D)
31.0	0.0	0.0	0.0	31.0

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If you received this in error please destroy it along with any copies and notify the sender immediately.
25/06/2020

15481A05N7

Gmail

risshikaa yantrapati <risshikaa6097@gmail.com>

Welcome To Virtusa - Offer Confirmation

1 message

Mothy Raajan Usharani <mothyraajanu@virtusa.com> Wed, Mar 6, 2019 at 7:25 PM
To: "risshikaa6097@gmail.com" <risshikaa6097@gmail.com>

Dear Yantrapati Risshikaa

Congratulation!!!

We are happy to inform you that you have been offered by Virtusa. Kindly take this mailer as the confirmation.

Find below the Offer details:

CTC: 3.3 LPA

Designation: Associate Engineer

Joining Location: Anywhere in India

Date of Joining: July'19.

As a policy, your actual offer letter will be issued to you on your day of joining in Virtusa office.

"Virtusa has been recognized as one of the top 20 global IT service providers in Everest Group's 2018 PEAK Matrix Service Provider of the Year™ awards; Named as an Outsourcing Leader and an All Star Company in IAOP's 2018 Global Outsourcing 100; Recognized as the Most Innovative Technology Company of the Year at the 2017 American Business Awards; Positioned as a Top 15 Sourcing Service Provider by Information Services Group (ISG)."

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5N7

Dear Candidate,

Congratulations!!

We are delighted to have you on board and hope you will enjoy your work at Virtusa **Chennai ATC.**

Please do carry a print out of this letter and an original copy of any Govt. ID card.

Once again congratulations and welcome to Virtusa family. We look forward for a long-lasting association with you.

At Virtusa each one us play a significant role in achieving our Company's Vision and Mission. We believe in a work culture that combines fun with discipline and adherence to the standards and principles of professional conduct.

Your date of joining will be on **10rd Jun' 2019** & Reporting Time is **10 am**

Venue for joining :
4, Foundation, Rajiv Gandhi IT Highway, Navalur, Chennai, Tamil Nadu 600130

Phone: 044 3987 3000

Contact Person: Arunachalam

Kindly ensure to bring the documents on the day of Joining:

I. **Four Passport size photo with white Background.**

II. **Two Photocopies of the below (in A4 Size only)**

1. PAN Card and Aadhar Card
2. 10th (Mark sheet)
3. 12th/ Matriculation / Intermediate (Mark sheet)
4. Graduation (Consolidated Mark sheet + Degree certification/provisional certificate)
5. Post-Graduation (Consolidated Mark sheet + Degree certification/provisional certificate) – if applicable

Note: Please bring all the original documents for verification. The original documents will be returned to you after the verification.

Dress Code :
Mon to Thu – Formals
Friday – Business Casuals

Please feel free to get in touch with me for any clarifications/information.

Wishing you a great career with Virtusa!

cid:image002.png@

15-5N7

virtusa®
Accelerating Business Outcomes

Miss Yantrapati Risshikaa
22/70/1
KRISHNA
ANDHRA PRADESH,
India

Dear **Yantrapati Risshikaa**,

Thank you for your keen interest in **Virtusa Consulting Services Pvt. Ltd. (Unit - I), 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 on **June 10, 2019**.

You will be based at Virtusa's **IN CHE Navallur** office. You will be on probation from your date of joining for a period of six 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.330,000.00/-** 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.

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 your confirmation of the offer letter. Upon joining you shall be signing **'Employee Non-Disclosure Agreement'** and other compliance related agreements with us.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned on or before **June 11, 2019**.

Please note that the offer is valid subject to successful completion of your Background Verification.

For Virtusa Consulting Services Pvt. Ltd. (Unit - I), India

N. Sundararajan

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Annexure-I

Compensation & Benefits Structure		
NAME : Yantrapati Risshikaa DESIGNATION : Associate Engineer-Technology TIER : Tier 4		
	Per Month (in Rs.)	Per Annum (in Rs.)

virtusa

Virtusa Consulting Services Private Limited
SURVEY NO 115/PART, PLOT NO 10
NANAKRAMGUDA
SERILINGAMPALLY

PAYSLIP FOR THE MONTH OF JULY 2019

Emp Code	8093580	Emp Name	Yantrapati Riashikas		
Department	Virtusa Consulting Services Pvt. Ltd. (Unit - I)-IN	Cost Center	417	PF No.	APHYD00515370000028115
Location	CHENNAI	Designation	Associate Engineer-Technology	ESI No.	
Date of Birth	08-09-1997	Bank A/c No	50100284572656	Pan No.	AUJPY9034H
Date of Joining	10-06-2019	Gender	F	EPS No.	
UAN	101473486080	Global Date of Joining	10-06-2019		

Earnings	Amount	YTD	Deductions	Amount	YTD
Basic	10,900.00	17,850.00	Provident Fund	1,633.00	2,776.00
House Rent Allowance	5,250.00	8,925.00	ESI	153.00	403.00
Advance Statutory Bonus	1,500.00	2,550.00	Professional Tax	208.00	416.00
Special Allowance	3,112.00	5,291.00			
Total Earnings	20,362.00	34,616.00	**Total Deductions**	1,994.00	3,595.00

Net Pay : Rs. 18,368.00

In Words Rupees Eighteen Thousand Three Hundred and Sixty Eight Only.

Days In Month (A)	Arrear Days (B)	LOPR Days(C)	LOP Days (D)	Net Days Worked (E = A + B + C - D)
31.0	0.0	0.0	0.0	31.0

Private and Confidential.This is a system-generated document and signature is not required

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15-527

EMPLOYMENT OFFER

Date: 25 February 2020

Dear Ms. D Lakshmi Chandrika.,

After your interview, we are pleased to inform you that you have been selected for the post of **Trainee Software Engineer** at our organization with the following terms:

1. Your reporting date is **4th March 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 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	12,000 per month
7-18 months	S/W Engineer- 1	16,000 per month
19-30 months	S/W Engineer - 2	22,000 per month
From 31st month	Technical Consultant	30,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the compeletion of 36 months by paying INR 200,000 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

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INNOVATION QUALITY SERVICE

APPOINTMENT LETTER

23rd February 2020

Ms. D Lakshmi Chandrika
D/o. D Srinivasarao
H.No:6-21, Village-Ghanatsala, Mandal-Ghanatsala,
Dist-Krishna, Andhra Pradesh - 521133..

Dear Ms. D Lakshmi Chandrika.,

We are pleased to inform you that you have been selected for the position of Trainee Software Engineer at our organization subject to the following conditions:

1. Date of Appointment:

Your appointment will be effective on your date of joining, which shall be 4th March 2020. In the event you fail to join us on 4th March 2020, this offer for employment will stand automatically withdrawn.

You will be under observation for the first one month. During your observation period, no leaves are granted. After completion of your observation period, you have to appear for "Certification Test" conducted by UNISOFT® Center of Excellence (COE).

Your total compensation is INR 12,000 (Rupees Twelve Thousand only) per month as explained in Annexure-1.

2. Commitment:

Your employment is for a period of 36 months which will be extended automatically, unless otherwise informed to you. You commit to serve the initial 36 months of your employment. You may resign from your services within the first 36 months, by returning the company expenses incurred by the company for your training and development, which is now estimated to be INR 200,000. Beyond the 36-month period, you may end your services with a notice of 90 days.

3. Probationary Period:

You will be on probation for the first six(6) months from the date of joining. Your services can be ended without notice and pay during probationary period if performance is not satisfactory or if you have violated any of the company's business conduct rules as per Annexure-2

D.L.chandrika

4. **Posting and Period of Employment:**

You will report our Hyderabad Development Center (HDC) but your services can be demanded at any other office of the company, or subsidiary, or associate company, or client location.

You may also be deputed to any of our locations or customer's locations for a long period of time within India or abroad. Such transfer/deployment will be in accordance with the company's rules in force at the time of such action.

5. **Working Hours:**

The working hours of the office are Monday to Saturday 08:30 A.M. to 5.30 P.M. Company may, at any time and in its sole discretion, change the working hours applicable to you upon notice to you. You may be required to work additional hours as may be necessary for the efficient execution of your responsibilities.

All company holidays will be declared at the beginning of the year.

6. **Leave Policy.**

Company has a leave policy which can change over time. During the probation period you cannot avail of any leave.

Beyond the probationary period you are eligible for 12 days of leave (casual or sick) per year which can be availed only with prior notice to the supervisor either by mail or by phone. Any absence, irrespective reason, taken without approval will not be considered as a leave. Such absence will lead deduction of salary.

Any absence without information for more than 3 days will lead to automatic termination of service as per our business conduct policy.

After completing 18 months of service within the organization you are eligible for 10 days of Annual Leave or Earned Leave. Earned leave can be availed twice a year with at least two weeks of notice and approved by the supervisor, HR and Director.

7. **Performance Review:**

Your performance will be reviewed periodically by your supervisor and by the organization. Your compensation will be reviewed if you meet all performance criteria. We do not have an automatic increment policy. All salary increase is sole discretion of Top Management and executed by HR. Nobody is authorized to promise any pay hike to any employ except the authorized HR personnel.

D.L. chandrika

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8. **Personal Information and Record:**

It is your responsibility to notify the Company of any changes in your personal information within 5 working days. The company is entitled to conduct such background checks and medical examination(s) as is may deem fit and you hereby grant the company the permission to do so and waive and all rights under applicable law in this regard.

9. **Work Ethics and Business Conduct**

You hereby accept that you will abide by all the Business Conduct rules of the company.

10. **Termination and Exit**

After completing the probationary period and the 36-month committed services period, you may terminate your service by giving 90 days' notice. The company, under normal circumstances, can also terminate your services with 90 days' notice, which is not a common practice. Under extreme conditions such as unsatisfactory performance and violation of business conduct rules the company may terminate your services without any notice period without any payment except for the period of satisfactory work. Your supervisor's feedback is the sole criteria to judge your work performance. Your resignation will not be accepted if you are committed to a project that will last beyond your notice period and you are a critical member of the project team.

11. **Pre-requisites**

You are required to submit the following documents at the time of reporting:

- Originals of all the Certificates from 10th Std. to the Highest degree.
- Photocopies of Aadhar, PAN Card, Passport and Driving License
- Photocopies of previous employment documents
- Passport-size photographs white background, matt finish – 5nos.
- Latest salary-slips, if any

Yours faithfully,
For Unisoft Global Services Pvt Ltd,

Ruma Basu

Ruma Basu
HR Director

Acceptance Signature:
I D.Lakshmi chandrika accept the terms and conditions of the offer letter and will be reporting to work on 04-March-2020

Signature: D.Lchandrika

Date: 4/3/20

Unisoft Global Services Pvt Ltd

115/3, II Floor, 11th Cross
Margosa Road, Malleshwaram, Bangalore

Pay Slip
for April-2020

11101_D Lakshmi Chandrika

Employee Number	: 11101	Income Tax Number (PAN)	: FAIPD5284A
Function	:	PF account number	:
Designation	: Trainee-Software Engineer	ESI Number	:
Location	:	PR Account Number (PRAN)	:
Bank Details	: 439601501595,		
Date of joining	: 4-Mar-2020		

Attendance Details	Value
Attendance Details	**30 Days**
Working Days	30 Days

Earnings	Amount	Gross Salary	Deductions	Amount	Gross Salary
Basic Pay	7,200.00	7,200.00	Employees' EPF Deduction	864.00	864.00
HRA_GDO	2,880.00	2,880.00	Employers' EPF Deduction	864.00	864.00
Conveyance Allowance	705.00	705.00	Employee Esi Deduction @ 0.75%_GDO	80.89	80.89
Employer Contribution to PF @12%_GDO	864.00	864.00	Employer's ESI 3.25%_GDO	350.51	350.51
Employer Contribution to ESI@3.25%_GDO	350.51	490.91			
Total Earnings	**11,999.51**	**12,139.91**	**Total Deductions**	**2,159.40**	**2,159.40**
			Net Amount	**₹ 9,840.11**	**₹ 9,980.51**

Amount (in words):
INR Nine Thousand Eight Hundred Forty and Eleven paise Only

for Unisoft Global Services Pvt Ltd

Authorised Signatory

16485A0528

HCL TECHNOLOGIES LTD
Corporate Identity Number [illegible]
Technology Hub, Special Economic Zone
Plot No. [illegible]
T +91 [illegible]
Registered Office: [illegible]
www.hcltech.com
[illegible]

Offer Release Date September 22, 2019

Tata Sasikumar
6-33,Podatuyeruvidi(vill),Bantumilli(mdl),Krishna
Krishna, Krishna,
Andhra Pradesh, India, 521109

Sub Offer & Appointment Letter

Dear Tata Sasikumar

Congratulations! With reference to the interviews conducted by **HCL TECH LTD. - IDMC ("HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as **Graduate Engineer Trainee in Band E3**.

This position is a great match for your talent and skills and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on September 23, 2020 at **9:00 A.M** at the following address: **Chennai-SEZ, SDB1 Sholinganallur 602/3**. Your joining would be subject to successful completion and compliance with the preparing requirements as applicable.

Use 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 and BPO divisions, HCL Associate, in line with the same approach, we look forward to your being flexible towards your placement in – HCL TECH LTD. - **IDMC**. Your growth in this organization will be in line with your capabilities.

Your terms and conditions of employment are detailed in this offer (our appointment letter and appended annexure(s)).

Your Total Compensation will be INR 2.40 Lacs per annum outlined in Annexure I.

You will be on probation for a period of **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in **Annexure I.**

You will be required to sign a service agreement along with a surety amount of **INR 2.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **18 months** from the date of joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in **Annexure II**. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure II provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

Salary Payslip for the Month of July 2020

Pay Period 01.07.2020 to 31.07.2020

Nasikumar Tata

HCL

Employee ID	[illegible]	Bank Name & Account No	[illegible]
Person ID	[illegible]	Location (CSEL)	[illegible]
Designation	GRADUATE ENGINEER TRAINEE (GET)	Department	[illegible]
PCO / Cardio	[illegible]	Band	[illegible]
PAN No	[illegible]	Days worked in month	[illegible]
PO / Pension No*	[illegible]	LWP Current/Previous Month	[illegible]
UAN No	[illegible]	Sabbatical Leave Current/Previous Mon	[illegible]

Standard Monthly Salary	INR	Earnings	INR	Deductions	INR
Basic Salary	13,000.00	Basic Salary	13,000.00	Power of 1 Deduction	[illegible]
HRA	4,035.00	HRA	4,035.00	Ex PSI contribution	[illegible]
Advance Statutory Bonus	1,892.00	Advance Statutory Bonus	1,892.00	Ex PF contribution	[illegible]
		Employer PF 2% ZMF	250.00		
Total Standard Salary	18,928.00	Gross Earnings	19,188.00	Gross Deductions	[illegible]
				Net Pay	[illegible]

Income Tax Computation

Exemption US 10		Projected / Actual Taxable Salary		Contribution under Chapter VI A		Monthly Tax Deduction	
HRA Actual Exemption	46,432.00	Taxable Income till Fr. Month	58,714.00	Provident Fund	15,000.00	April 20	[illegible]
		Current MO. Taxable Income	19,188.00	Voluntary PF	0.00	May 20	[illegible]
Total	46,432.00	Projected Standard Salary	154,424.00			June 20	[illegible]
HRA Exemption		Taxable Ann Perks	0.00			July 20	[illegible]
[illegible]	46,432.00	NPS EE contribution	0.00			August 20	[illegible]
[illegible]	38,000.00	Gross Salary	229,396.00			September 20	[illegible]
[illegible]	64,000.00	Standard Deduction	38,000.00			October 20	[illegible]
[illegible]	46,432.00	Exemption US 10	46,432.00			November 20	[illegible]
		Tax on Employment (Prof. Tax)	0.00			December 20	[illegible]
		Income under Head Salary	138,954.00			January 21	[illegible]
		Interest on House Property	0.00			February 21	[illegible]
		Gross Total Income	430,858.00			March 21	[illegible]
		Agg of Chapter VI	35,000.00				
		Total Income	135,004.00				
		Tax on Total Income	0.00				
		Tax Credit	0.00				
		Health and Education cess	0.00				
		Tax payable	0.00				
		Tax deducted to Ex	0.00				
		Balance Tax	0.00	Total	15,000.00	Total	[illegible]

*This is a computer generated payslip and hereof / require signature of any company seal. All our tax payments like PO taxable LTA, variable pay etc. will be subject to the tax deduction at your applicable tax rate.
*The current month pay slip has got generated after consideration of payment input i.e. compensation letter. Next declaration, one time payment input provided and approval remains till 24th of the month.
*Value of approved in EIC July HCL for Previous Mo

wipro

APPOINTMENT LETTER

13-Jan-20

BAYANA VEERA NAGAMMA
Resume ID # 2310383

Dear BAYANA VEERA NAGAMMA

This is with reference to discussion you had with us recently. We are pleased to offer you the position of an **ASSOCIATE** on the following terms:

1. Place of Employment and Timing
   1.1 Your initial place of work will be at **HYDERABAD**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
   1.2 You will be expected to attend office - except when travelling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits
   2.1 Compensation: As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of Rs **56000 (FIFTY SIX THOUSAND Rupees Only)**. Other allowances / reimbursements as due to you are detailed in Annexure I.
   2.2 You will be provided with a Comprehensive Medical insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
   2.3 You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or as per company policy.
   2.4 Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses: The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

4. Leaves: You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term: Employment period shall commence on 13-Jan-20 and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof you will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by three months' notice by either party or three months' salary in lieu thereof. Wipro 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 given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.

General Instructions – Wipro BPS eOffer

eOnboarding via Remote Document Upload:

You are requested to upload scan copies of your documents pertaining to Education, Employment, and Identity Proof etc via the below Portals

Candidate Desktop: https://synergy.wipro.com/synergy/CandidateWSMLogin.jsp
(You would be able to login to the portal using your Resume ID & Password)

iVerify: https://iverify.wipro.com/
(You would be able to login to the portal using your Employee ID & Password)

Please get in touch with the below SPOCs incase you are unable to login

Location Recruiter SPOC Contacts:

Location	Please meet	Days	Wipro Office Address
Delhi	Sheetal Tyagi / Isha J	Monday To Friday	A29, Mohan Cooperative Industrial Estate, Mathura Road, New Delhi 110044
Kolkata	Sanjay S / Kunal R		Tower '3', 'A' Wing, 2nd Floor, Block-DM, Plot No. 7&8, Salt Lake City, Kolkata
Bangalore	Kavya A / Damodaram E		Tower S-4, 9th Floor - A - Wing, SJP- II, SEZ Unit, Sarjapur, Bangalore – 560035
Pune	Anshu Sonia / Rima A		WBPO City Recruitment Office, 1215 FC Annex, Next to Tata Capital, Shirole Road, Shivajinagar, Pune 411005
Chennai	Lakshmanan / Ganesan P		CDC 3,105,Anna Salai, Guindy,Cheenai-32
Hyderabad	Keerthi S / Rajesh A		Gate No.3, Survey #203/1,Phase 2,SEZ, Manikonda Village
Belapur	Rakesh M / Zubair S		CidcoBldg.4th Floor, Above Belapur Railway station, CBD Belapur
Powai	Rakesh M / Zubair S		Unit-701, 3rd Floor, A-Wing, Kensington SEZ, Hiranandani, Mumbai, 400076

PLEASE NOTE:
* Carry your Letter of Intent when you come to submit your documents.

Documents to be submitted

The following documents have to be submitted before the joining date:

1. Photo ID proof: PAN card/Photo Credit card/Election Card/photocopy of the passport/photo ID of school/ College/AadharUID card / Driving license
2. Address ID proof : Passport, Driving license, Telephone bill, Electricity bill, Bank account statement, Ration card & Voters ID card (if it has address)
3. Photocopies of all Educational Certificates
4. Photocopy Birth Certificate (HSC Certificate) / PAN Card / Passport / Driving License
5. Release / Relieving / Experience letter from previous employer / Accepted copy of the resignation from the current employer (if applicable)
6. Salary certificate / Pay Slip / Copy of the appointment letter with salary break-up of the last employment
7. Photographs: 10 passport size
8. Photocopy of the passport, if available.
9. Two professional References / Contacts with the detailed postal address and phone numbers
10. *Please share Provident Fund Account Number for the last employment as well, if applicable*

Along with the above mentioned documents, the release letter / experience letters for all the below mentioned experiences have to be submitted

S.No	Name of the Organization	From (mm/yy)	To (mm/yy)	Experience / Release Letter(s) (Yes/No)

I hereby state that the information given above is true to the best of my knowledge. If found incorrect, necessary action will be taken against me.

Name _____

Signature_____ Date_____

Bank Account Opening Details

A bank account with a Bank listed with the organization needs to be opened by the employee in order for his/ her salary to be disbursed. In case this is not done, salary cannot be credited. The Employee needs to submit the following to open an account along with the account opening form.

1: Photo ID Proof:
Any of the following documents that can be taken as a Valid PhotoID proof:

1. Passport
2. Government ID card
3. PAN card
4. Voters ID card
5. Driving License
6. Photo Credit Card
7. Banker's verification
8. Aadhar UID

Please note: Ration card cannot be taken as a valid Photo ID proof.

Documents taken as ID proof need to be attested by the employee with full signature.

2: Address Proof: If mailing address is NOT the office address:
If the mailing address is different from the address of the company where the person is employed, then one of the following documents must be obtained:

1. Passport
2. Driving license
3. Telephone bill
4. Electricity bill
5. Bank account statement
6. Ration card
7. Voters ID card (if it has address)
8. Letter from the corporate confirming the address of the individual employees opening salary accounts, as per their records. This may also be taken as a consolidated letter along with the list of employee names opening salary accounts.
9. Letter from the society (only registered societies) on the letterhead which carries the society's Registration No. The letter should carry the applicant's name & full address as well as the signatories' full name, designation (Secretary, President) and address.
10. Monthly outgoings bill from Registered Housing society on the letterhead which carries the society's Registration No. (Maintenance charges receipt issued by the society NOT acceptable)
11. Registration documents/Ownership proof copy
12. Lease deed/Rent agreement copy
13. Mobile postpaid bill
14. Letter from any recognized public authority (in original)
15. Letter from the corporate confirming the mailing address of the individual as per their records.

16485A0533

Zibew Ecommerce Services Pvt Ltd

Date: August 20, 2019

OFFER LETTER

Dear Naga Sai Gowtham Mallampati,

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 **26th August 2019**.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 Kalasani
HR Manager

Development Centre: 4th floor, Cyber Hub, Janardhan Hills, Gachibowli, Hyderabad- 500032
Email:info@zibew.com, Mobile: 9000155291

16485A0539

HCL Training & Staffing Services Pvt. Ltd.
Corporate Identification Number : [illegible]
A : HCL Technologies Limited (AMB 6), 8, South Phase, MTH Road, Sidco Industries Estate, Chennai, Tamil Nadu [illegible]
T : +91 120 [illegible] F : +91 120 [illegible]
Registered Office : 805, Siddhartha, 96, Nehru Place, New Delhi- 110019, India
www.hcl.com

HCL TRAINING AND STAFFING SERVICES

LETTER OF INTENT - HCL TSS TRAINING PROGRAM

Date: SEPTEMBER 19th, 2019

ADMISSION TO HCL TSS TRAINING PROGRAM

REFERENCE ID: HCL/TSS-VW/0919/010

VEERISETTI NAGA PAVAN
D.NO:2-242/4,CHIRRAVURU
GUNTUR 522303

Dear MR. NAGA PAVAN

HCL Training & Staffing Services Private Limited (HCL TSS/ Company), is pleased to offer you an admission into the **six months Training Program** commencing on **September 2019** at **HCL TSS, V R Siddhartha Engineering College Campus, Kanuru, Vijayawada – 520007, Andhra Pradesh.**

The six months training program comprises of Class Room Training that involves job-readiness skills training.

Enrolment to the Training Program is subject to the terms and condition as laid down below:

a) The program fee of **INR 2,36,000/*- (Program fee Rs. 2,00,000 + Rs. 36,000 tax)** needs to be deposited prior to the commencement of the training program, below is the break up for the same:
   - Initial fee for seat reservation is **INR 47,200/-** to be paid within 5 days of receiving the Offer of Admission.
   - Balance Fees of **INR 1,88,800/-** (inclusive of all currently applicable taxes), to be paid before the Batch Registration date
   - Payments to be deposited into the bank account details mentioned in Annexure 1

b) Submission and verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form.

Please note that this admission offer is provisional and subject to payment of full Training Program fee, verification of your academic and professional documents and authentication of the accuracy and correctness of information provided by you in your application form. This letter supersedes all past communications on this subject.

HCL

Scanned with CamScanner

You are requested to confirm acceptance of this offer by completing the enclosed 'Acceptance Note' and emailing it to us at **graduatesap@hcl.com / kartheek.javangula@hcl.com** within **3 working days** of the receipt of this letter/communication.

The detailed terms and condition of admission to this Training Program is outlined in **Annexure 1.**

Welcome to HCL TSSI

With Best Wishes

Srimathi Shivashankar
Program Director

HCL

Scanned with CamScanner

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140DL1991PLC046369
A-8, Sector 3, NOIDA 201 301, UP, India
T: +91 120 4302500 F: +91 120 2445074
Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com

APPOINTMENT LETTER

Dear VEERISETTI NAGA PAVAN ,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that have been appointed to **HCL Technologies Ltd.** ("HCL"/ "Company") as Software Engineer at band E1.

Your date of joining HCL will be considered as 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 a separate document **"Salary Structure"**. The compensation will be effective **5/6/2020**and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter. The general terms and conditions governing your employment are outlined in **Annexure II**.

Annexure I provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of 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.**

Amrita

Amrita Das
Associate Vice President, Head-Global Rewards

I accept the offer and related terms and conditions. I will join by 06/05/2020
Name: V. Naga Pavan **Signature:** V. Naga Pavan **Date:** 06/05/2020

Scanned with CamScanner

Salary Payslip for the Month of July-2020

Pay Period 01.07.2020 to 31.07.2020

VEERISETTI NAGA PAVAN

HCL

HCL Technologies Limited

Employee ID	:	51874912	**Bank Name & Account No**	:	AXIS BANK 919010065927281
Person ID	:	51874912	**Location (CWL)**	:	VijayawadaSEZ-U2-Gannavaram Mandal
Designation	:	Software Engineer	**Department**	:	HCL Software-SAGAN-CS-Eng
DOJ / Gender	:	06.05.2020 / Male	**Band**	:	E1
PAN No	:	BRBPV5616E	**Days worked in month**	:	31.00
PF // Pension No*	:	HIL EPF Trust-GN/GGN/5572/462903	**LWP Current/Previous Month**	:	0.00/0.00
UAN No	:		**Sabbatical Leave Current/Previous Mon**	:	0.00/0.00

Standard Monthly Salary	INR	Earnings	INR	Deductions	INR
Basic Salary	11,300.00	Basic Salary	11,300.00	Ee ESI contribution	108.00
HRA	3,009.00	HRA	3,009.00	Ee PF contribution	1,130.00
Advance Statuatory Bonus	2,160.00	Advance Statuatory Bonus	2,160.00	Prof Tax - split period	150.00
		Employer PF 2% Diff.	226.00		
Total Standard Salary	**16,469.00**	**Gross Earnings**	**16,695.00**	**Gross Deductions**	**1,388.00**
				Net Pay	**15,307.00**

Income Tax Computation

Exemption U/S 10	Projected / Actual Taxable Salary		Contribution under Chapter VI A		Monthly Tax Deduction	
	Taxable Income till Pr. Month	30,697.25	Provident Fund	12,248.00	April'20	0.00
	Current Mth Taxable income	16,695.00	Voluntary PF	0.00	May'20	0.00
	Projected Standard Salary	131,752.00			June'20	0.00
	Taxable Ann Perks	0.00			July'20	0.00
	NPS ER contribution	0.00			August'20	0.00
	Gross Salary	179,144.25			September'20	0.00
	Standard Deduction	50,000.00			October'20	0.00
	Exemption U/S 10	0.00			November'20	0.00
	Tax on Employment (Prof. Tax)	1,500.00			December'20	0.00
	Income under Head Salary	127,644.00			January'21	0.00
	Interest on House Property	0.00			February'21	0.00
	Gross Total Income	127,644.00			March'21	0.00
	Agg of Chapter VI	12,248.00				
	Total Income	115,400.00				
	Tax on Total Income	0.00				
	Tax Credit	0.00				
	Health and Education cess	0.00				
	Tax payable	0.00				
	Tax deducted so far	0.00				
	Balance Tax	0.00	**Total**	**12,248.00**	**Total**	0.00

*This is a computer generated payslip and doesn't require signature or any company seal. All one time payments like PB,taxable LTA,variable pay etc will be subject to one time tax deduction at your applicable tax slab
*The current month pay slip has got generated after consideration of payroll input i.e. compensation letter, flexi declaration, one-timer payment input provided and approved transfers till 24th of this month.
*Refer PF statement in ESS (My HCL) for Pension No.

GUDLAVALLERU ENGINEERING COLLEGE

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

Seshadri Rao Knowledge Village, Gudlavalleru

Department of Information Technology

5.2.1 Average percentage of placement of outgoing students during the last five years (10)

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointme
2019	ADDEPALLI HARSHITHA SAI	Information Technology	ALL SEC TECHNOLOGIES	146640
2019	ALAMURI DHANUSHA	Information Technology	SYNTEL	309996
2019	ALLAPARTHI ANVESH	Information Technology	VEETECH	216000
2019	ANGADALA ANUSHA	Information Technology	SYNTEL	309996
2019	ATHUKURI SIRISHA	Information Technology	ALL SEC TECHNOLOGIES	146640
2019	AYYAGARI PRIYANKA	Information Technology	CTS	252060
2019	BODEMPUDI MEGHA CHANDANA	Information Technology	WIPRO	350004
2019	BONDADA KALYAN CHAITANYA	Information Technology	VIRTUSA	309996
2019	BORRA HEMA LALITHA KUMARI	Information Technology	VURAM TECHNOLOGY SOLUTIONS PVT LTD	216000
2019	CHALADI SAIPRAVEEN	Information Technology	TCS	336864
2019	CHIRUMAMILLA LOHITHA	Information Technology	SYNTEL	309996
2019	DANTALA SAI MANASA	Information Technology	WIPRO	350004
2019	DASARI DIVYA	Information Technology	SYNTEL	309996
2019	DASINENI DIMPLE RAMANJANEYULU	Information Technology	SYNTEL	309996
2019	DIVI SANTOSHI SRIYA	Information Technology	INFIONIC	
2019	DODDA NAVYA	Information Technology	IBM	
2019	GADDE NAGA SAI JYOTHSNA	Information Technology	GNANA	450000
2019	GONA SAI VARSHINI	Information Technology	TCS	336864
2019	GONUGUNTLA RAMA KRISHNA	Information Technology	WIPRO	350004
2019	JAKKAMPUDI MANEESHA	Information Technology	TECHMARS	
2019	KALAKUNTLA LAKSHMI DURGA	Information Technology	ACUVATE	250000
2019	KALNEEDI CHANDRA VAMSI	Information Technology	SYNTEL	309996
2019	KANIGARLA NAGA YESUPRABHU PRIYATHAM GUPTA	Information Technology	WIPRO	350004
2019	KANAKAMEDALA BHAVYA	Information Technology	ALL SEC TECHNOLOGIES	146640
2019	KATAKUM VASAVI	Information Technology	SYNTEL	309996
2019	KOLLIPARA DHARMA TEJA	Information Technology	UST Global	
2019	KOMATINENI VENKATA SRAVANI	Information Technology	SYNTEL	309996
2019	KONGITALA CHANIKYA RAJU	Information Technology	VEETECH	216000
2019	KONKEPUDI VENKAT KASHYAP	Information Technology	MindTree	360000

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointme
2019	MADDIPATI MAHENDRA	Information Technology	TCS	336864
2019	MALRAJU NEEHARIKA	Information Technology	SYNTEL	309996
2019	MALLINENI HEMA LATHA	Information Technology	ALL SEC TECHNOLOGIES	146640
2019	MOGAPARTHI PRATHYUSHA	Information Technology	HCL	
2019	MOPARTHI SRILAKSHMI	Information Technology	SYNTEL	309996
2019	MULAGALAPATI HARIKA	Information Technology	WIPRO	350004
2019	NEKKALAPU DEVIKA	Information Technology	WIPRO	350004
2019	NIMMAGADDA SRI KRISHNA SRAVYA	Information Technology	ALL SEC TECHNOLOGIES	146640
2019	PAIDIPALLI SINDURI	Information Technology	SYNTEL	309996
2019	PALAKURTHI SAI KIRAN	Information Technology	CTS	252060
2019	PASUPULETI JYOTHIKA	Information Technology	CGI	340000
2019	PEMMARAJU LAKSHMISAHITHYA	Information Technology	TCS	336864
2019	PERLA L V N V K P D SAI AYYAN	Information Technology	VEETECH	216000
2019	PINNINTI SAI MANI DEEPAK	Information Technology	TCS	336864
2019	POTLURI DIVYA	Information Technology	SYNTEL	309996
2019	RAGALA SAHITH	Information Technology	WIPRO	350004
2019	SIMHADRI SRI RAMYA	Information Technology	CTS	252060
2019	SHAIK ASHFAQ PASHA	Information Technology	SYNTEL	309996
2019	TADIKAMALLA NAVEENKUMAR	Information Technology	SYNTEL	309996
2019	TALARI DHANYA SREE	Information Technology	VIVIDEDGE	
2019	TUMMALA PUJIT ROHIT	Information Technology	WIPRO	350004
2019	TUMMALAPALLI PRABHU SHARMILA	Information Technology	SYNTEL	309996
2019	VEMPARALA VENKATA NARESH	Information Technology	TCS	336864
2019	YAKKALA SRI PRAVALLIKA	Information Technology	SYNTEL	309996
2019	YALAMANCHI MALAVIKA	Information Technology	SYNTEL	309996
2019	YARRAMREDDY INDHU	Information Technology	MULTIPLIER IT SOLUTIONS	300000
2019	KOPPULA LEELA KRISHNA	Information Technology	WIPRO	350004

HOD, IT

HEAD OF DEPARTMENT
INFORMATION TECHNOLOGY
GUDLAVALLERU ENGINEERING COLLEGE
GUDLAVALLERU-521 356

TATA

15-1204 (2)

Offer: Computer Consultancy
Ref: TCSL/CT20182423698/Hyderabad
Date: 09/10/2018

Ms. Akki Alehya,
9-55, NEAR CHINNA GUDI CENTER,
Penamaluru PENAMALURU,
Krishna ANDHRA PRADESH-521139.

Dear Akki Alehya,

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. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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

15-1206 (8)

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Alamuri Dhanusha,

Syntellect ID: SBE1904890

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Alamuri Dhanusha			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

VEE TECHNOLOGIES

15-1207 (4)

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **ALLAPARTHI ANVESH,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure –1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank chequeleaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Annexure – A

Vee Salary Breakup		
Particulars	**Bangalore / Chennai (Rupees)**	**Salem (Rupees)**
Basic	6572	6207
House Rent Allowance	3286	3104
Conveyance Allowance	0	0
Medical Reimbursement	0	0
Piece Rate Incentives	4108	3879
VPLI	2465	2328
Gross Salary	**16431**	**15518**
PT	200	0
ESI	288	272
PF	789	745
Total Employee Contribution	1277	1017
Net Salary	**15154**	**14501**
ESI Employer	780	737
PF Employer	789	745
Total Employer Contribution	1569	1482
CTC/Month	**18000**	**17000**
Total CTC/Annum	**216000**	**204000**

Note:

1. *Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court is available*
2. *Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary*
3. *As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/- City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)*
4. *Professional Tax (PT) Deduction:*
   - *Karnataka: Monthly Rs 200/-*
   - *Tamil Nadu: Rs 1250/- every six months*

1210

(5)

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Angadala Anusha,
Syntellect ID: SBE1904412

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

(6)

15481A1211

STRICTLY PERSONAL

Name: A. Sirisha
Date : 19.02.19

Sub: Letter of Intent

Dear Sirisha

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May/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 12200 /- **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: A. Sirisha

Signature:

Date:

15481A1213

(7)

Cognizant

26-Feb-2019

Dear Priyanka Ayyagari,
B.Tech/B.E., IT
Information Technology

Candidate ID – 13004049

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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: Priyanka Ayyagari **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		**297,000**
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		**317,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		**338,005**

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

(8) 15-1214

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182421297/Hyderabad
Date: 09/10/2018

Mr. Bathula Naga Raju
12-12, Temple Street Pedagollapalem,
Guntur Dist -522111
Andhra Pradesh

Dear Bathula Naga Raju,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be 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. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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

VEE TECHNOLOGIES
Extraordinary Outcomes

15-127

(9)

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **BODDU NAVEEN,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure –1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank chequeleaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services
For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Annexure – A

Vee Salary Breakup		
Particulars	**Bangalore / Chennai (Rupees)**	**Salem (Rupees)**
Basic	6572	6207
House Rent Allowance	3286	3104
Conveyance Allowance	0	0
Medical Reimbursement	0	0
Piece Rate Incentives	4108	3879
VPLI	2465	2328
Gross Salary	**16431**	**15518**
PT	200	0
ESI	288	272
PF	789	745
Total Employee Contribution	1277	1017
Net Salary	**15154**	**14501**
ESI Employer	780	737
PF Employer	789	745
Total Employer Contribution	1569	1482
CTC/Month	**18000**	**17000**
Total CTC/Annum	**216000**	**204000**

Note:

1. *Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court is available*
2. *Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary*
3. *As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/- City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)*
4. *Professional Tax (PT) Deduction:*
   - *Karnataka: Monthly Rs 200/-*
   - *Tamil Nadu: Rs 1250/- every six months*

(10)

15-1218

wipro

APPOINTMENT LETTER

April 30, 2019

Ms. Bodempudi Meghachandana
7-80, Ganganamma Street, Pothavaram
Nallajerla Mandal, West Godavari District
Pothavaram- 534176
Andhra Pradesh

Dear **Bodempudi Meghachandana**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

8276940

15481A1218

(10)

Gmail

meghachandana Bodempudi <bm.chandana07@gmail.com>

Letter of Intent - Bodempudi MeghaChandana - Ref. No.: 8276940

1 message

careers@wipro.com <careers@wipro.com>
To: bm.chandana07@gmail.com

Tue, Dec 4, 2018 at 4:59 PM

Campus - Letter Of Intent

04-Dec-2018

Dear Bodempudi MeghaChandana,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

VEE TECHNOLOGIES
Extraordinary Outcomes

15-1219

(11)

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **BOLEM INDU,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

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- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure –1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank chequeleaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Annexure – A

Vee Salary Breakup		
Particulars	**Bangalore / Chennai (Rupees)**	**Salem (Rupees)**
Basic	6572	6207
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Conveyance Allowance	0	0
Medical Reimbursement	0	0
Piece Rate Incentives	4108	3879
VPLI	2465	2328
Gross Salary	**16431**	**15518**
PT	200	0
ESI	288	272
PF	789	745
Total Employee Contribution	1277	1017
Net Salary	**15154**	**14501**
ESI Employer	780	737
PF Employer	789	745
Total Employer Contribution	1569	1482
CTC/Month	**18000**	**17000**
Total CTC/Annum	**216000**	**204000**

Note:

1. *Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court is available*
2. *Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary*
3. *As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/- City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)*
4. *Professional Tax (PT) Deduction:*
   - *Karnataka: Monthly Rs 200/-*
   - *Tamil Nadu: Rs 1250/- every six months*

15-1220

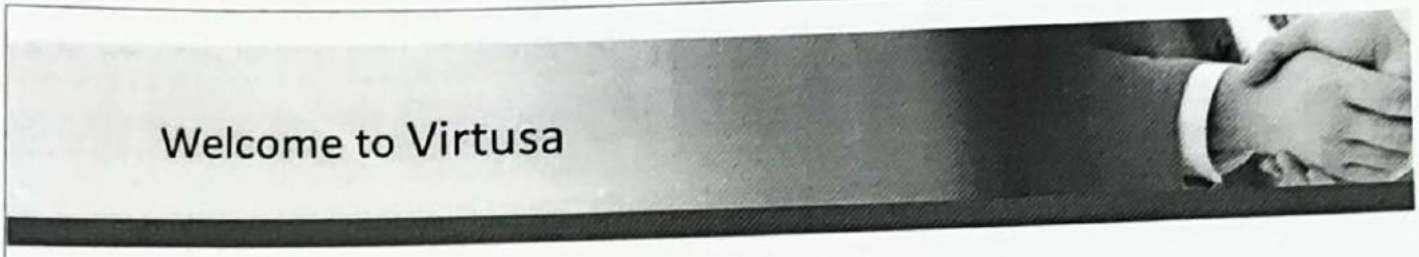
(12)

M

Welcome to Virtusa
1 message

Mon 3

Priyanka Dave <priyankadave@virtusa.com>
Cc: Naveen Sahaya William Maria Louis <naveenwilliam@virtusa.com>



Dear Candidate,

Congratulations!!!!

We are delighted to have you on board and hope you will enjoy your work at **Virtusa Hyderabad** ATC.

Please do carry a print out of this letter and an original copy of any Govt. ID card.

Once again congratulations and welcome to Virtusa family. We look forward for a long-lasting association with you.

At Virtusa each one us play a significant role in achieving our Company's Vision and Mission. We believe in a work culture that combines fun with discipline and adherence to the standards ar professional conduct.

Your date of joining will be on **10rd Jun' 2019** & Reporting Time is **10 am**

Venue :
Sy No.115, Nanakramguda Village,
Serilingampally Mandal, Ranga Reddy District,
Hyderabad, Telangana 500032

Contact Person: Shravan Kaloji

Kindly ensure to bring the documents on the day of Joining:

I. **Four Passport size photo with white Background.**

II. **Two Photocopies of the below (in A4 Size only)**

1. PAN Card and Aadhar Card
2. 10th (Mark sheet)
3. 12th/ Matriculation / Intermediate (Mark sheet)
4. Graduation (Marsheets)

Note: Please bring all the original documents for verification. The original documents will be returned to you after the verification.

Dress Code :

Monday to Thursday – Formals

Friday – Smart Casuals

Please feel free to get in touch with me for any clarifications/information.

vuram

Services. Redefined.

Registered Office
185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

(17)

15-1221

29 October 2019

Dear Hema Lalitha Kumari,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as an "Associate Technical Consultant" We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. A copy of the same is to be signed and brought by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

R Prabhavathi

Prabhavathi Macheri Shanker
Director, Vuram

© Vuram Technology Solutions Private Limited, 2016

vuram
Services. Redefined.

Registered Office
185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

9. Upon confirmation, your salary will be as per the table below.

Category	Monthly(INR)	Annually(INR)
Basic	13,567.00	1,62,800.00
House Rent Allowance	6,783.00	81,400.00
Commutation Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Internet Allowance	300.00	3,600.00
Fitness Allowance	500.00	6,000.00
Gross Pay	**24,000.00**	**2,88,000.00**
Employer Provident Fund*	1, 800.00	21,600.00
Bonus Potential@		28,800.00
Gratuity*		7,827.00
Insurance Cover #		9,930.00
Total		**3,56,157.00$**

* Employer PF contribution will be automatically credited to your PF and other related accounts, details of which will be shared with you within 2 months of your employment commencement

@ Bonus will be paid out in March, pro-rated to the number of full months worked in the current fiscal year and is based on the company and individual performance. Probation period is not counted towards deciding bonus potential.

*Gratuity will be credited to a company escrow account. Gratuity payments are realized only upon employment termination post serving a minimum term of 5 continuous years.

Insurance is calculated as the premium for self and 2 dependants (parents, spouse, kids) for a cover of Rs. 2,00,000 per insured. The Insurance cover provided by the company can be used for up to 5 dependents. The amount quoted above is indicative of the premium the company pays for self and 2 dependents in the age group of 40-50. The actual premium paid by the company could vary based on additional parameters. You will be eligible for the group health insurance policy after completion of 3 months from your date of employment.

$Professional Tax, Income Tax and Employee PF contribution as applicable for your earnings will be deducted from your monthly salary. Your salary will be subject to all taxes as per the tax laws of India and other statutory fees such as Professional Tax.

10. During your employment with Vuram, you will also receive the following perquisites per annum.

Perquisites	Amount(INR)
Food & Beverages	19,800.00

© Vuram Technology Solutions Private Limited, 2016

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(14)

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20174079075/Hyderabad
Date: 09/10/2018

Mr. Saipraveen Chaladi
7-74 Sri Lakshmi Books And FancyPedapudi,
Kuchipudi,
Vijayawada-521136,
Andhra Pradesh.
Tel# 91-8340038969

Dear Saipraveen Chaladi,

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. 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 48 hours, 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 issued 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

15

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Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Lohitha Chirumamilla,
Syntellect ID: SBE1902765

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

(16) Manasa

Welcome to Wipro | Pre- Onboarding Day – 27th May 2019

15-1229

Dear **Sai Manasa Dantala**,

Resume Number: **8427941**,

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

We are pleased to inform you that your effective date of joining will be 3rd June 2019 upon successful completion of the required joining formalities.

For the completion of your joining formalities, you will be required to report on 27th May 2019 as per the details mentioned below. Your joining location and initial induction session will be held in Bengaluru.

Reporting Date	Reporting Time	Reporting Location	Contact Person
27th May 2019	8:00:00 AM	Wipro Limited, No 72, Keonics Electronic City, Hosur Road, Bangalore – 560100 [EC-1, Gate No. -1, Tower -1, Ground Floor]	Antony | John
No location change request will be accommodated as it is strictly based on business requirement.			

Please confirm your presence within 5 days from the receipt of this email by clicking on the tab below.

Your eligibility Criteria –

10th	12th	Graduation	Post-Graduation
60%	60%	60%	-

15481A1229

M

Letter of Intent - Sai Manasa Dantala - Ref. No.: 8427941

1 message

<careers@wipro.com>
To: manasasai447@gmail.com
Cc: manager.campus@wipro.com

Thu, 20 Dec 2018 at 12:04 am

Campus - Letter Of Intent

December 19, 2018

Dear Sai Manasa Dantala,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

D. Divya

1548(A1231)

(17)

Atos | Syntel

31st December 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Dasari Divya,
Syntellect ID: SBE1903428

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

(18)

1548IA1234
D Dimple Ramanjaneyulu

Atos | Syntel

31st December 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Dasineni Dimple Ramanjaneyulu,
Syntellect ID: SBE1902116

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive 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.

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This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Dasineni Dimple Ramanjaneyulu			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

15-1236

(19)

infionic

Wednesday, April 24th, 2019

Sriya Divi,
Hyderabad, TG.

Dear Sriya,

Thank you for your time, as well as for your interest in pursuing a career with us. Infionic India Pvt. Ltd. is pleased to offer you the position of ERP Product Specialist. We are excited about the talent you will bring to our firm and look forward to your many contributions.

Under the terms of your employment, benefits outlined below:

Your first day of employment will be Wednesday 01/05/2019.

1. Your employment is subject to a Two-month probationary period. This period of time allows you and Infionic to determine if the position is suitable for you.
2. You are required to provide Forty-Five days (45 days) written notice prior to the termination of this employment agreement
3. Our clients may require special terms and agreements that the consultants need to agree and abide by. You agree to abide by such terms and conditions before commencing such engagements. Such terms could include non-compete, non-hire, non-solicitation terms etc.
4. As part of your employment with Infionic India Pvt. Ltd., we require you to produce documents establishing your identity and Professional / Educational qualifications. A list will be provided to you at the time of joining and you will have 10 days to submit the required documents.

We are very interested in having you join Infionic. We are selective about the employees we hire and welcome you into the family. We look forward to hearing your acceptance of our offer. If the offer is acceptable, please sign this letter and return to Infionic India Pvt. Ltd...

Sincerely,

Subramanyam SP
CEO

My signature below indicates that I accept the offer of employment detailed in this letter.

Signature,

Date

(20)

IBM

June 25, 2019

15.1237.

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Dodda Navya

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

15481A1239

(21)

Gnana Analytics Private Limited

Registered Office: 3-43, Lakkavaram, West Godavari District, Andhra Pradesh, 534451

Date: Oct 01, 2018

Dear **G N S Jyothsna**

We are pleased to extend you an offer to join Gnana Analytics Private Limited, as a Software Engineer. Please see the rest of the offer letter and provide your acceptance within 1 day of receiving this offer letter.

Definitions

- Employee as used in this document refers to **G N S Jyothsna**
- Any use of term Gnana or Company refers to Gnana Analytics private limited.

Pre-Employment Conditions

Offer of employment with the company is contingent upon the prospective Employee meeting the conditions set forth in this section, with-in the timeline indicated.

- **Background Checks:** Employment or any internship offer that requires access to company information, is contingent upon a successful background check to be performed by a third party employed by the company, or its parent company. Acceptance of this offer automatically indicates your acceptance and approval for us to conduct these background checks, and your co-operation for the same.
    - As part of working for a specific client of Gnana Analytics Private Limited, you further agree to accept any additional background checks as mandated by the company's clients in the future.

- **Improvements in Technologies required by the company:** Before your full-time employment starts with the company, you are required to demonstrate proficiency with several technologies as required by the company. Company is committed to providing help and guidance as much as possible in this regard. ***To full-fill this requirement you may be required to attend training sessions in company campus from time to time. See the training period for more details.***

- **Proof of course completion:** You are expected to provide a satisfactory way of showing the completion of your program. Examples of acceptable documents: All marks Lists showing successful completion of courses, Provisional Certificate, or Course Completion Certificate that shows that you have no backlogs. Please note that we only need self-attested copies and we do not keep the originals.

Compensation

Salary and Bonus

- Company offers the employee an average target cost to the company of Rs. 4,50,000 per year.
    - Cost to company includes any payroll, PF and other taxes paid by company related to the above employment.
    - You will start with a base pay rate of Rs. 3,90,000 per year.
    - You will be paid a retaining bonus of 30,000 at the end of second year.

- You will be paid a retaining bonus of 1,50,000 at the end of third year.
- After the third-year changes to the base pay will reflect the CTC as applicable, so that your overall CTC is 4,50,000 + yearly increments.

- All salary, allowances and bonuses will be paid less any applicable taxes and with holdings.
- The company assures that, despite the special provisions for first 3 years of the employment, employee is eligible and automatically enrolled into annual compensation review for increments as per company policies.

Training Period

Company requires all fresh graduates to participate in an induction program that requires the candidates to demonstrate their ability to write acceptable enterprise grade code, on the cutting-edge technologies used by the company. This period lasts between 2-weeks to 12-weeks depending on the candidate's proficiency and capability.

Compensation during training period:

- Until the course completion is produced and the background is verified there is no stipend paid.
- After the successful course completion, and background verification company will pay Rs.10000 as stipend during the training period.

Training period can start as soon as the offer is accepted, but it can only end after the background checks are done and course completion certificate is produced, in addition to demonstrating your readiness by completing a series of exercises given by the company.

Confidentiality

- You must always maintain the highest degree of secrecy and keep as confidential the records, documents and such other information relating to the business of Gnana Analytics Private Limited and its clients which may be known to you or confided in you by any means in the course of your employment with us.
- In addition, you are bound to the NDA signed and executed by you to the Gnana Analytics Pvt Ltd.

Assignment of Intellectual Property

Unless an explicit arrangement is made, employee agrees to assign all the inventions to the company, or the client of the company as per the agreements of the company. In addition, employee must disclose all prior inventions before joining the company for him to retain any rights on them. Employee agrees that, an invention can be inspired by the work events, hence all the intellectual property, despite the working hours, belong to the company for any fields in which the company is operating as per the incorporation documents.

Taxes

Taxes will be withheld in accordance with India tax laws and you may be required to provide receipts for any reimbursements. You shall be responsible for filing of your personal returns and comply with other requirements under the India tax laws.

15481A1240

22

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182423826/Hyderabad
Date: 09/10/2018

Ms. Sai Varshini Gona
12-32,Panchayat 1st Bazar ,VuyyuruPanchayat 1st Bazar,
Cbm Hospital,
Vuyyuru-521165,
Andhra Pradesh.
Tel# 91-9440462926

Dear Sai Varshini Gona,

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. 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 48 hours, 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 issued 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

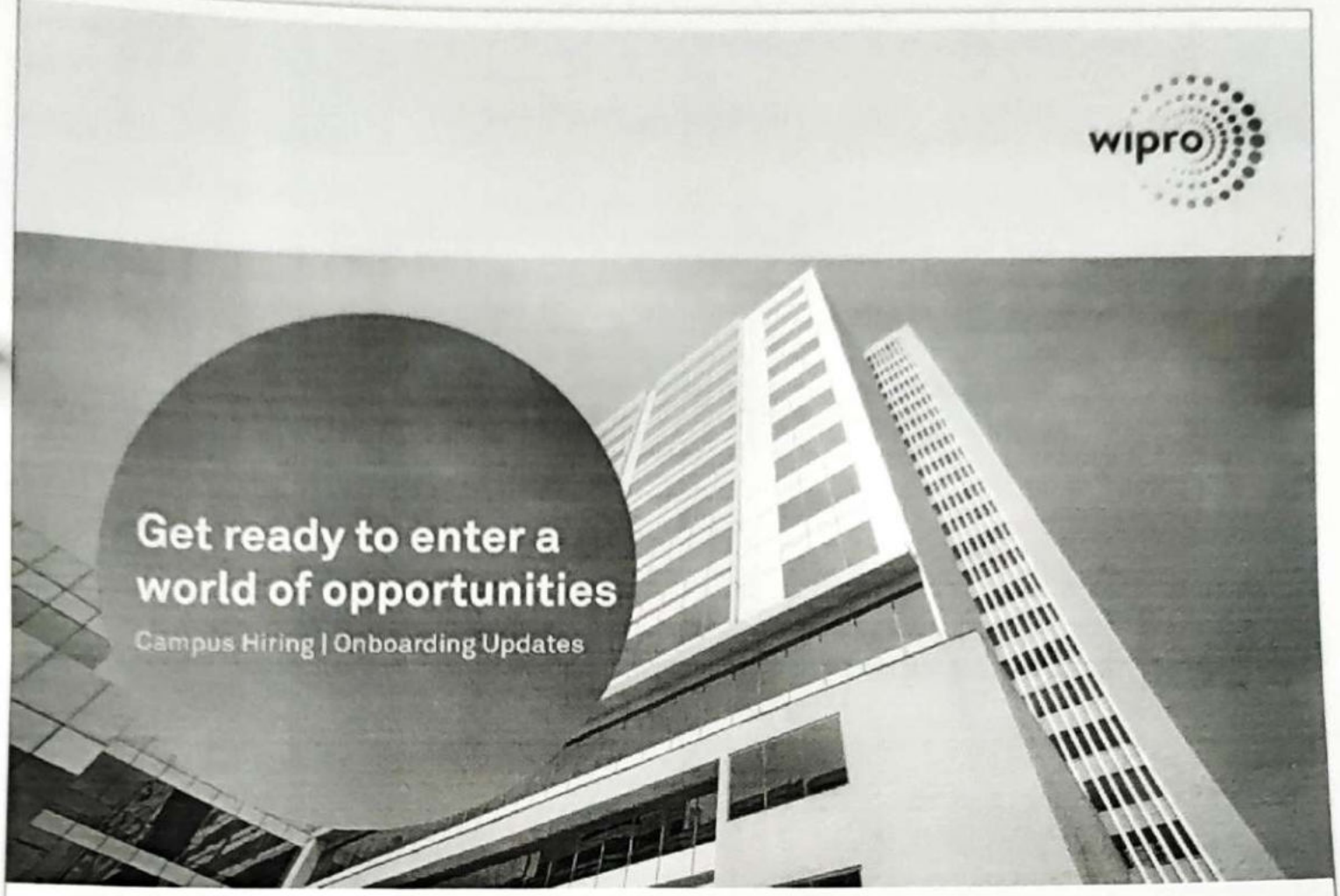
15-124.)

(23)

WIPRO - Campus Hiring | Onboarding Updates
1 message

<manager.campus@wipro.com>
To: ramakrishna665577@gmail.com

Thu, May 16, 2019 at 1:28 PM



Welcome to Wipro | Pre- Onboarding Day – 28th May 2019

Dear **RAMA KRISHNA GONUGUNTLA**,

Resume Number:**8307515**,

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

1548IA1241

Gmail

RamaKrishna Gonuguntla <ramakrishna665577@gmail.com>

Letter of Intent - Rama Krishna Gonuguntla - Ref. No.: 8307515

Wed, Dec 19, 2018 at 6:32 AM

careers@wipro.com <careers@wipro.com>
To: ramakrishna665577@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 19, 2018

Dear Rama Krishna Gonuguntla,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

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Techmars

Empowered by Innovation

REF: TMSPL/OC-JC/2019

DATE: 07-09-2019

OFFER CONFIRMATION

Dear **Jakkampudi Maneesha**

Congratulations!!!

We are glad to inform you that your profile is selected with **Techmars Services Pvt. Ltd** and offering you for the position of **Web Designer**. Your joining date is on **09-09-2019**. Your pay package details are **INR 96,000** Per Annum.

Please be informed that you have to come on time and if you haven't submitted the three sets of your documents please submit them on the date of joining.

Documents for submission: 3 sets each

Educational & Previous Employment (if any) Documents

Pay slips, Aadhar, PAN Card

4 Passport Size photographs

Yours Faithfully,

For Techmars Services Pvt. Ltd.

MANAGING DIRECTOR

JOINING CONFIRMATION

I Jakkampudi. Maneesha S/o/D/o J. Kesavarao aged 22 confirm herewith that I have joined the services of M/s. Techmars Services Pvt. Ltd, as Web designer

I further assure that I have provided the right information and particulars furnished by me in the application (including bio-data), at the time of interview subsequent discussions and documents submitted. If the Management reveals that I have made a false statement (or have not disclosed a material fact) resulting in being appointed, the Management may take such action as it deems fit in its sole discretion, including termination of your employment. I have carefully read, understood and accept the offer confirmation and with conscious doing the Joining formalities.

DATE: 09/09/2019 **SIGNATURE:** J. Maneesha.

+91 9390 597 102 info@techmars.in # 402, Taher Height, Opp to D-Mart, Falcon Valley Colony, Shaikpet, Hyderabad - 500008. T.S

25

1548IA1248

Gmail

lakshmi durga <lakshmidurga1097@gmail.com>

Acuvate Offer letter.
6 messages

HR <hr@acuvate.com>
Cc: HR <hr@acuvate.com>

Fri, Feb 1, 2019 at 10:27 AM

Welcome to Acuvate !!

We hope you will set an example of diligence, dedication and commitment and contribute your best efforts to Acuvate and help us in becoming a world leader in our space. Your joining date

07th February 2019. Your base location is **Hyderabad.** You need to report at **10:00 AM.**

Please send in a softcopy & Hard copies of above need to be submitted at time on onboarding .

- A copy of your Educational Qualification certificates and consolidated Mark Sheets (X, XII, Graduation, last academic certificate)
- A copy of your Passport & Pan card.
- A copy of your offer and Relieving Letter and Letter of Experience from all the previous Employers (if applicable)
- 5 passport sized photographs
- Copy of Form 16 (if applicable)
- 2 Copies of Photo ID & Address Proof.

Noted : Please share travel ticket with acceptance.

Thanks & Regards,

Anil Reddy

Assistant Manager – HR

Acuvate Software Pvt Ltd|1st & 2nd Floor MJR Arcade, Ayyappa Society,Madhapur.

15481A1249

(26)

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Kalneedi Chandra Vamsi,
Syntellect ID: SBE1904196

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive 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.

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This Offer of Intent is valid subject to:

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b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Encl: Annexure

Atos | Syntel

ANNEXURE A

SALARY DISTRIBUTION

Name : Kalneedi Chandra Vamsi			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

15-1250

wipro

APPOINTMENT LETTER

April 30, 2019

Mr. Naga Yesuprabhu Priyatham Gupta Kanigarla
D.No:9/273-A
Gowarishankra Puram, Gudivada, Krishna
Gudivada- 521301
Andhra Pradesh

Dear **Naga Yesuprabhu Priyatham Gupta Kanigarla**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

8312053

27

1250

Letter of Intent - Naga Yesuprabhu Priyatham Gupta Kanigarla - Ref. No.: 8312053

1 message

<careers@wipro.com>
To: priyathamgupta@gmail.com
Cc: manager.campus@wipro.com

Wed 19 Dec, 2018 at 6:32 AM

Campus - Letter Of Intent

December 19, 2018

Dear Naga Yesuprabhu Priyatham Gupta Kanigarla,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

154B1A1251

(28)

STRICTLY PERSONAL

Name: K. Bhavya

Date : 19.02.19.

Sub: Letter of Intent

Dear Bhavya.

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/May/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 12200 /- **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: Bhavya Kanakamedala

Signature: Bhavya.k

Date:

15-1253

Atos | Syntel

(29)

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Katakum Vasavi,
Syntellect ID: SBE1908997

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive 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.

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b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Offer: Computer Consultancy
Ref: TCSL/CT20182422279/Hyderabad
Date: 26/07/2019

Ms. Sai Sreshta Katragadda
1-25/1,Teluguraopalem,Near Kodali,Ghantasala Mandal,Krishna DstTeluguraopalem,
Kodali,
Vijayawada-521132,
Andhra Pradesh.
Tel# 91-9441808276

Dear Sai Sreshta Katragadda,

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. 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 48 hours, 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 issued 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

15U8/A1258

(32)

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Komatineni Venkata Sravani,

Syntellect ID: SBE1904628

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Komatineni Venkata Sravani			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

VEE TECHNOLOGIES

(33) 15-1259

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **KONGITALA CHANIKYA RAJU,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure –1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank chequeleaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
***for* Vee Technologies Pvt. Ltd.,**

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

Annexure – A

Vee Salary Breakup		
Particulars	**Bangalore / Chennai (Rupees)**	**Salem (Rupees)**
Basic	6572	6207
House Rent Allowance	3286	3104
Conveyance Allowance	0	0
Medical Reimbursement	0	0
Piece Rate Incentives	4108	3879
VPLI	2465	2328
Gross Salary	**16431**	**15518**
PT	200	0
ESI	288	272
PF	789	745
Total Employee Contribution	1277	1017
Net Salary	**15154**	**14501**
ESI Employer	780	737
PF Employer	789	745
Total Employer Contribution	1569	1482
CTC/Month	**18000**	**17000**
Total CTC/Annum	**216000**	**204000**

Note:

1. *Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court is available*
2. *Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary*
3. *As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/- City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)*
4. *Professional Tax (PT) Deduction:*
   - *Karnataka: Monthly Rs 200/-*
   - *Tamil Nadu: Rs 1250/- every six months*

15481A1260

Gmail

(34)

Priyanka Lalitha <priyankaayyagari1998@gmail.com>

Fwd: Letter of Intent - Konkepudi Venkata Kashyap - Ref. No.: 8407196

1 message

Kv Kashyap <kvkashyap1997@gmail.com>
To: Priyanka Lalitha <Priyankaayyagari1998@gmail.com>

Wed, Jan 9, 2019 at 7:10 PM

-------- Forwarded message --------
From: <careers@wipro.com>
Date: Wed, Dec 19, 2018, 6:34 AM
Subject: Letter of Intent - Konkepudi Venkata Kashyap - Ref. No.: 8407196
To: <kvkashyap1997@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

December 19, 2018

Dear Konkepudi Venkata Kashyap,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

L. Ram Sai Harshini

15481A1262

35

Atos | Syntel

31st December 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Lakkimsetti Ram Sai Harshini,

Syntellect ID: SBE1902753

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

15481A1264

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Lanka Harsha Sri,
Syntellect ID: SBE1922777

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Lanka Harsha Sri			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

(37) [redacted] 15-1267

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182421356/Hyderabad
Date: 09/10/2018

Mr. Maddipati Mahendra
4-124 B, Sai Baba Temple Street,
Teeparru ,West Godavari
Andhra Pradesh.
Tel#91-7671059607

Dear Maddipati Mahendra,

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. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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

Annexure – I

Incentive Plan

Test Prep Incentives:

Description	We Charge	Incentives
IELTS/PTE/TOFEL	3500	350
GRE	8000	800
Combo (IELTS/PTE + GRE)	10000	1000

Visas:

Description	We Charge	Incentives
Australia	0	5000
Canada	0	1000
USA	0	1000
UK	0	5000
NZ	0	5000

European Country Registration Incentives:

Description	We Charge	Incentives
Italy	50000	5000
Germany & Other Countries	30000	3000

15481A1268

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Malraju Neeharika,

Syntellect ID: SBE1902524

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Malraju Neeharika			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

SIG
Test Prep | Study Abroad | Migration
www.SIGoverseas.com

1548141268

Offer of Employment

Date: 03 January 2019

Dear Mr/Mrs./Miss **NEEHARIKA**

Sub: Offer Letter as **Client Relationship Officer** in SIG – Reg.

Ref: Your Application dated 20-12-18

With reference to your Application cited above, SIG is delighted to offer you the position of **Client Relationship Officer, at SIG Vijayawada** and you shall report directly to **Vice President.**

The date of commencement of your employment is from **01-06-19**.The gross salary offered to you for this position is Rs. 15000/- (Rupees Fifteen Thousand only) per month.

Working Hours and Leave Policy-
The Firm expects you to abide to the business hours in which you are encouraged to work. The Office will work from 9:30 AM to 6:30 PM from Monday to Friday (Five days a week) with half an hour lunch break. In some scenarios, work timings can be differed depending on the task allocated to you. You will have public holidays as listed by the SIG, for the months of the Calendar Year 2019.

Training Period-
Your appointment, as Client Relationship Officer in SIG is purely temporary and you will be under training for about 3 months from 01 June 2019 and you will get paid of Rs. 12000/- (Rupees Twelve Thousand only) per month during the training.

If the Management feels that you are not picking up / not showing interest in the work, your services will be terminated without any notice. After completion of training period of 3 months, if the Management is satisfied with your performance, Confirmation will be issued in writing. In case of your resignation either during training period or after confirmation, you have to give minimum one month notice, in writing, or else you have to forgo one month salary.

The employee, at the time of leaving SIG, either by termination or by resignation, shall invariably hand over all the official documents, viz: employee ID card, mail id, password, mobile sim, phone instrument and other documents, if any. In case of non-handing over such items / documents, legal action will be initiated against such employee.

15-1268

38

IBM

June 29, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Malraju Neeharika

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

IN_GB_241842BR_3808145

15481AD69

(39)

STRICTLY PERSONAL

Name: M. Hemalatha

Date : 19.02.19

Sub: Letter of Intent

Dear Hemalatha

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/May/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 12200 /- **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:

15-1272 (41)

ASSIGNMENT LETTER

May 28, 2018

Ms. MOGAPARTHI PRATHYUSHA
SAP Code: 51732227
Mail ID:

SUB: Organizational Assignment

Dear MOGAPARTHI PRATHYUSHA,

With reference to your appointment with **HCL TECH Ltd. - IOMC** vide appointment letter dated **May 28, 2018,** you are being initially posted at **Chennai-SEZ, SDB2 Sholinganallur 602/3-Chennai.**

In your current assignment, you shall report to - **Miss. Roopal Singh, SENIOR EXECUTIVE - EXTERNAL FULFILMENT (+919958890609)** and your **HR Partner** would be **( ).** Your assignment and reporting relationship is subject to change at the sole discretion of the management.

Wishing you the very best in your new assignment.

For HCL TECH Ltd. - IOMC

Employee HR Services

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Moparthi Srilakshmi			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

154B1A1273

(42)

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Moparthi Srilakshmi,
Syntellect ID: SBE1902512

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive 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.

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This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

15481A1275

Gmail

Mulagalapati Harika <harikamulagalapati11@gmail.com>

Letter of Intent - Harika Mulagalapati - Ref. No.: 8266419

careers@wipro.com <careers@wipro.com> Tue, Dec 4, 2018 at 5:36 PM
To: harikamulagalapati11@gmail.com

Campus - Letter Of Intent

04-Dec-2018

Dear Harika Mulagalapati,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15-1275

47

Gmail

Mulagalapati Harika <harikamulagalapati11@gmail.com>

WIPRO - Campus Hiring | Onboarding Updates

Thu, May 16, 2019 at 1:30 PM

manager.campus@wipro.com <manager.campus@wipro.com>
To: harikamulagalapati11@gmail.com

Welcome to Wipro | Pre- Onboarding Day – 29th May 2019

Dear **Harika Mulagalapati**,

Resume Number:**8266419,**

Greetings from Wipro!

15481A1277

Gmail

Devika Nekkalapu <devikanekkalapu7@gmail.com>

Letter of Intent - Nekkalapu Devika - Ref. No.: 8397968

1 message

careers@wipro.com <careers@wipro.com>
To: devikanekkalapu7@gmail.com
Cc: manager.campus@wipro.com

Thu, Dec 20, 2018 at 12:05 AM

Campus - Letter Of Intent

December 19, 2018

Dear Nekkalapu Devika,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

(44)

wipro

15-1277

APPOINTMENT LETTER

April 30, 2019

Ms. Nekkalapu Devika
8/244/1F
Opp Oil Mil
Gudlavalleru- 521356
Andhra Pradesh

Dear **Nekkalapu Devika**,

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.

46 1281

STRICTLY PERSONAL

Name: N. Sravya
Date : 19.02.19

Sub: Letter of Intent

Dear Sravya

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May/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 12200 /- **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:

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Paidipalli Sinduri			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

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(47)

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Paidipalli Sinduri,
Syntellect ID: SBE1901818

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Cognizant

(48)

15-1284

27-Apr-2019

Dear Sai Kiran Palakurthi,
B.Tech/B.E., Information Technology
Godavarri Engineering College

Candidate ID – 13069463

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an aanual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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:**

RUFFUDDEEN	BASHA	DUDEKULA	ruffuddeenbasha@gmail.com	9398486647
Sravani		Ganipisetti	ganipisetti.sravani@gmail.com	9948781796
palli		nagmani	pallinagmani@gmail.com	7729026816
Saifullah		Mohammed	isaeefullah@gmail.com	7989497319
saibabu		nimmagadda	saibabu.corpbay@gmail.com	7036184199
HIMA SIRI	VENNELA	DEVABATHINI	siri.devabathini@gmail.com	9989976679
anish	swamy	illa	anishilla2008@gmail.com	9100725142
TALLAPUDI	VENKAT SAMPATH	ROHITH KUMAR	tallapudirohit5@gmail.com	7680864786
yalamandala	vijaya	lakshmi	vijayalakshmivijju10@gmail.com	9581366351
madansaikumar		thummapudi	madansaikumart@gmail.com	9494990666
PARSAM		NAGA SAI	sainaga769@gmail.com	7032570532
NALLAMOTHULA		DIVYA SREE	ndivyasree1998@gmail.com	9866583222
konepalli		manasa	manasakonepalli555@gmail.com	7989962679
SAYED	MAHAMMAD	SHAMEER	smshameer463@gmail.com	8317546742
Raja		Inapakuthika	rajainapakuthika@gmail.com	9063622272
Bhargavi		Ponduri	ponduribhargavi@gmail.com	8247221848
Prashanth		Tadi	tadiprashanth.999@gmail.com	7780439169
Naraharisetti		Kiranmayi	kiranmayi0225@gmail.com	8143787972
jyothika		pasupuleti	jyothikapasupuleti11@gmail.com	9553985580
bollareddy	jai ram	reddy	jairam1539@gmail.com	9491959639
Chintala		Sai Mounika	saimounika1012@gmail.com	7842457455
SUNKU		MOUNIKA	sunkumounika98@gmail.com	9490922546
busa		vamsi	busavamsi@gmail.com	7386592890
Gouthami		Kanugonda	kanugondagouthami@gmail.com	7382963778
PODUGU		CHAITANYA	poduguchaitanya96@gmail.com	9849223299
sharadha		kuppala	sharadhak210@gmail.com	9515070249

15481A1288

(50)

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182459212/Hyderabad
Date: 09/10/2018

Ms. Lakshmi Sahithya Pemmaraju
10/276-B1Rajendranagr 4th Lane,
Near Viswabharati E.M High School,
Gudivada-521301,
Andhrapradesh.
Tel# -

Dear Lakshmi Sahithya Pemmaraju,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued 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

Annexure – A

Vee Salary Breakup		
Particulars	**Bangalore / Chennai (Rupees)**	**Salem (Rupees)**
Basic	6572	6207
House Rent Allowance	3286	3104
Conveyance Allowance	0	0
Medical Reimbursement	0	0
Piece Rate Incentives	4108	3879
VPLI	2465	2328
Gross Salary	**16431**	**15518**
PT	200	0
ESI	288	272
PF	789	745
Total Employee Contribution	1277	1017
Net Salary	**15154**	**14501**
ESI Employer	780	737
PF Employer	789	745
Total Employer Contribution	1569	1482
CTC/Month	**18000**	**17000**
Total CTC/Annum	**216000**	**204000**

Note:

1. *Cafeteria facility is available in Salem & Bangalore location and in Chennai external Food Court is available*
2. *Availing Food/ Snacks in Cafeteria is optional and Employees who opt for Food Coupons, proportionate amount will be deducted from the Salary*
3. *As the Cost of Living is high in Metro city (Bangalore & Chennai) there is difference of Rs 1000/- City Allowance in the CTC for employees working in Metro Vs Non-Metro(Salem)*
4. *Professional Tax (PT) Deduction:*
   - *Karnataka: Monthly Rs 200/-*
   - *Tamil Nadu: Rs 1250/- every six months*

VEE TECHNOLOGIES
Extraordinary Outcomes

(51) 15-1289

The only Global Services company backed by its own university.
We specialize in:
- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: **20-Sep-2019**

Interim Offer Letter

Dear **PERLA SAI AYYAN,**

Welcome to Vee Family...!

We are happy to inform that you have been shortlisted for the position of **AR Caller Trainee** with effect from **13-Jan-2020** in Vee Technologies Pvt Ltd. Please refer **Annexure-A** for the detailed salary break up.

You will undergo training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If you drop out from the training program after first three days for any reasons, you are liable to pay the recruitment and training expenses of **Rs 34000/- (Thirty Four Thousand rupees)** to the company.

On successful completion of training you will be appointed on roles of Vee Technologies. Our on-boarding team will be in touch to update your joining date and location two weeks prior. Please consider this as an interim offer and the training start date may be postponed or preponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing joining formalities for training, based on business requirement we would confirm the place of training and work, candidates should be flexible to work from any of our locations. For certain domain you will be on boarded only after another formal discussion with the technical team.

You are required to submit the following documents while reporting to duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure –1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company along with bank chequeleaf.
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services
For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
***for* Vee Technologies Pvt. Ltd.,**

This is a computer generated copy hence does not requires any signature and this document contains confidential information, print this only if need. Let's be eco friendly.

15-1290

52

Offer: Computer Consultancy
Ref: TCSL/CT20182460512/Hyderabad
Date: 09/10/2018

Mr. Pinninti Sai Mani Deepak
33-5-43, Near Anil Estates Papaiah Street,
Seetharam puram Vijayawada Krishna
ANDHRA PRADESH

Dear Pinninti Sai Mani Deepak,

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. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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

(53)

1548IA1291

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Potluri Divya,
Syntellect ID: SBE1922885

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Potluri Divya			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

15-1291

(53)

IBM

June 25, 2019

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Potluri Divya

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Associate - Technical Engineer, in band 04G to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise - you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

IN_68_2418428R_3800918

15481A1293

Gmail

Sahith Ragala <sahithrgec555@gmail.com>

Letter of Intent - Ragala Sahith - Ref. No.: 8462156

1 message

careers@wipro.com <careers@wipro.com>
To: sahithrgec555@gmail.com

Sat, Jan 5, 2019 at 9:31 AM

Campus - Letter Of Intent

05-Jan-2019

Dear Ragala Sahith,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

15-1293

(54)

wipro

APPOINTMENT LETTER

April 30, 2019

Mr. Ragala Sahith
D.No: 4-107, Pedagonnuru Road
Upparagudem, Mudinepalli Mandal
Upparagudem- 521329
Andhra Pradesh

Dear **Ragala Sahith**,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

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

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

8462156

1297

Cognizant

26-Feb-2019

Dear Sri Ramya Simhadri,
B.Tech/B.E., IT
Information Technology

Candidate ID – 13003914

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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:**

(56) 15-1297

Dear Sri Ramya Simhadri ,

Candidate ID: 13003914

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. Please Click here to accept your Date of joining (DOJ).

- Reporting Time : 9:00 AM
- Joining Venue : Cognizant Technology Solutions India Pvt. Ltd. Manyata Embassy Business Park,,Mahogany(F2)-SEZ, Hebbal Outer Ring Road,,Rachenahalli, Bangalore, 560045
- Date Of Joining : 16 Jul 2019
-

Online Form Completion

To facilitate a smooth integration into Cognizant, we request you to **login** to One Cognizant & ensure that you complete the online forms & photo upload at least **3 days** before your DOJ.

Date of Joining Acceptance & Onboarding Pass

Please accept the DOJ in the onboarding (1C) portal at least **two days** before your DOJ. Onboarding Pass would be generated **one day** before your DOJ, only upon completing all the forms (including photo upload) & accepting DOJ. Kindly print the Onboarding Pass & bring it on your DOJ.

The option to accept the DOJ in the 1C portal would be disabled **one day** prior to the DOJ. Recruits who don't accept the DOJ within the timeline would not be considered for onboarding on the given DOJ & they would have to wait for further communication regarding the offer status. There is no option of deferring the date of joining or changing the joining location as it is based on the business requirement.

Login credentials

User Name: Email ID validated during registration process

Password: Password that was created by you after registration

Please use the authentication key **(9A190690087DDB6A)** to digitally sign the online forms.

On your first day

15481A1299

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Shaik Ashfaq Pasha,

Syntellect ID: SBE1902974

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Shaik Ashfaq Pasha			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

(58) 1548IA1299

STRICTLY PERSONAL

Name: SK. Ashfaq Pasha

Date : 19.02.19

Sub: Letter of Intent

Dear Ashfaq Pasha

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on May/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 12200 /- **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:

(59)

15481A12A0

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Tadikamalla Naveen Kumar,
Syntellect ID: SBE1902219

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

15481A12A0

STRICTLY PERSONAL

Name: T. Naveen Kumar

Date : 19.02.19

Sub: Letter of Intent

Dear Navee 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 May/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 12200 /- **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:

VIVIDedge

NSIC-Software Technology Park
Module-204,
Sector B-24, Guindy Industrial Estate
Ekkaduthangal, Chennai - 600 032.
CIN: U72200TN2011PTC079639

Phone +91-44-4203828
+91-44-2225681
www.vividedgesoft.com
Email: vividedge2011@gmail

(60)

Private and Confidential

15-12A1

Ref: VESS/EMP/ 1097/2019
Dated: Oct 25, 2019

To
Talari Dhanya Sree
D/o T.Uma Maheswara Rao
D.NO: 8-141/2
Kona Vari street,
Near Central Bank Of India, Chinna Anjenaya Swami Temple Road,
Kankipadu, Krishna District,
Andhra Pradesh-521151

Dear Talari Dhanya Sree

Offer of Employment

We are pleased to offer you employment in the position of TRAINEE MTS with Vivid Edge Software Solutions Pvt. Ltd.

1. **Remuneration**

Your all inclusive annual compensation (Cost to Company – CTC) is INR 250000/- (Two lakhs Fifty thousands only). The break-up of your annual gross salary and benefits details are set out in Appendix.

a) Salary will be paid into your salary account on the 7th day of following month.

Confidential, not to be disclosed

REGD. OFFICE: NSIC - Software Technology Park, Module-204, Sector B-24, Guindy Industrial Estate, Ekkaduthangal, Chennai - 600 032

Gmail

(61)

K K Praneeth Tellakula <praneeth.tkk@gmail.

12 A4

wd: Letter of Intent - Pujith Rohith Tummala - Ref. No.: 8397476

message

ujith rohith <pujith.rohith@gmail.com>
: praneeth.tkk@gmail.com

Thu, Apr 4, 2019 at 9:4

——— Forwarded message ———
From: <careers@wipro.com>
Date: Sat, Jan 12, 2019 at 7:14 AM
Subject: Letter of Intent - Pujith Rohith Tummala - Ref. No.: 8397476
To: <pujith.rohith@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 12, 2019

Dear Pujith Rohith Tummala,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

12 Ag

Cognizant

26-Feb-2019

Dear Pujit Rohit Tummala,
B.Tech/B.E., IT
Information Technology

Candidate ID – 13003915

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** 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:**

15-12AM Pujith

Welcome to Wipro | Pre- Onboarding Day – 28th May 2019

Dear **Pujith Rohith Tummala**

Resume Number: **8397476,**

Greetings from Wipro!

Hearty congratulations on your selection with us! You are soon to be a part of an organization with connected ideas, insights and reaffirmed values. Get ready to enter a world of opportunities with us and let your imagination fly!

We are pleased to inform you that your effective date of joining will be 3rd June 2019 upon successful completion of the required joining formalities.

For the completion of your joining formalities, you will be required to report on 28th May 2019 as per the details mentioned below. Your joining location and initial induction session will be held in Visakhapatnam.

After completion of your training, your posting location will be Hyderabad.

Reporting Date	Reporting Time	Reporting Location	Contact Person
28th May 2019	8:00:00 AM	Wipro Limited, Rama Talkies Rd, near Old TB Hospital Area,Seetamma Peta,Visakhapatnam, Andhra Pradesh 530013	Kranti sree
No location change request will be accommodated as it is strictly based on business requirement.			
Please confirm your presence within 5 days from the receipt of this email by clicking on the tab below.			

Your eligibility Criteria –

10th	12th	Graduation	Post-Graduation
60%	60%	60%	-

Please ensure that the scanned copy of ALL the documents (communicated earlier) have been uploaded via https://synergy.wipro.com/campus/cd/prior.

For any queries/ clarifications, please reach our desk support team on our toll free number **1800 103 4678** between 8:30 AM to 6 PM IST.

Encl: Annexure

Atos | Syntel

ANNEXURE A

SALARY DISTRIBUTION

Name : Tummalapalli Prabhusharmila			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

15-12A7

(63)

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182412028/Hyderabad
Date: 09/10/2018

Mr. Vemparala Venkata Naresh
4-21B, Kottagalla PaplemNagaraju Palli,
PRakasham Dist,
Andhra Pradesh.

Dear Vemparala Venkata Naresh,

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. The gross salary mentioned above is inclusive of the Performance Pay becoming effective upon successful completion of the Initial Learning Programme (ILP).

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.

TCS Confidential
TCSL/CT20182412028

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

Atos | Syntel

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Yakkala Sri Pravallika			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

15481A12A9

(64)

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Yakkala Sri Pravallika,
Syntellect ID: SBE1902708

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Yalamanchi Malavika			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	**%**	**Monthly**	**Yearly**
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	**100%**	**25,433**	**305,200**
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	**400**	**4,800**
	-		
Total Compensation (I + II)	-	**25,833**	**310,000**

15481A12B1

(65)

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Yalamanchi Malavika,

Syntellect ID: SBE1902263

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

Search mail

66

15-12B

Fwd: Reg: Date of Joining

Inbox ×

indhu yarramreddy <indhu.y05@gmail.com> Sun, Jul 7
to me

---------- Forwarded message ---------
From: **Sharanya Muppa** <sharanya@multipliersolutions.in>
Date: Tue, 11 Jun, 2019, 6:55 PM
Subject: Reg: Date of Joining
To: <indhu.y05@gmail.com>
Cc: recruitment <recruitment@multipliersolutions.com>, Multiplier Solutions <hr@multipliersolutions.com

Dear Indhu,

This mail is to confirm that your date of joining at Multiplier It Solutions will be on **14-Jun**

Reporting time: 10:00 AM

Looking forward to see you.

For any queries reach us at hr@multipliersolutions.com

16485A1201 (69)

M

Letter of Intent – LEELA KRISHNA KOPPULA - Ref. No.: 8427497

1 message

Thu, 20 Apr 2019 at 11:04 a

<careers@wipro.com>
To: lkrishna066@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 19, 2018

Dear Koppula Lelela Krishna,

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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	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

(62)

15481A1085

Atos | Syntel

18th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Tummalapalli Prabhusharmila,
Syntellect ID: SBE1904514

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

17-E-21

DMart®

OFFER LETTER

Date: 27/9/2018

Ch. Srikanth
GEC

Dear Srikanth

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will 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*

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Ch. Srikanth NAME: CH. SRI KANTH DATE: 29/10/18.

Receiving original & accepted the offer

D Mart®

OFFER LETTER

Date: 27/9/2018

Mooraboina Siva Krishna
G.E.C.

Dear Krishna

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in 18th June 2019. Any change would becommunicated 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!

Amit

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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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: _____

17-49

D Mart
Avenue Supermarts Limited
Plot No. B-72 & B-72A, Wagle Industrial Estate, Thane (West), Maharashtra, India - 400 604
Tel.: 91 22 33400500 • Fax: 91 22 33400599 • e-mail: info@dmartindia.com • Website: www.dmartindia.com

LETTER OF APPOINTMENT

Employee No: 10013820

July 16, 2019

Mr. Ganesh Maganti

28/452, Yadhavula Vari Veedhi,
Circle Peta,
Machilipatnam, Krishna - 521001

Dear Mr. Ganesh,

We have pleasure in appointing you as **DEPARTMENT MANAGER - TRAINEE** in grade TS in our organization with effect from **July 16, 2019** on the following terms and conditions.

1. The details of your compensation and benefits are as per Annexure-1. It is subject to deductions as pe the law of land and shall be borne by you from time to time. The CTC details are strictly confidenti between the Company and yourself and such confidentiality shall be maintained at all times.

2. You will be based at **HIMAYATNAGAR, HYDERABAD** or any other location as decided by the compan However, during employment with the Company, you may be transferred to or deputed to any operati office or location of the Company or its Subsidiaries, Affiliates or Associates or any Group company whi may come into existence in future, in India or Abroad.

3. You will be on probation for a period of one year from the date of joining. The probationary period shall liable to be extended or dispensed at the discretion of the management.

4. During or at the expiry of the said probationary period or the extended period of probation, t management will have the right to terminate your service without any notice or without assigning a reasons thereof. Unless confirmed in writing you will continue to be on probation.

5. On confirmation, in case your services are terminated, for reasons other than misconduct, one (1 month's notice or salary in lieu of notice shall be given by either side.

6. Your appointment and your continuance of your employment with the company will always be subject your being medically fit and the management will have the right to get you examined/ re-examined from Registered Medical Practitioner, Physician or Surgeon, Govt. Hospital etc.

7. Your age mentioned in the Matriculation / Higher Secondary Certificate / Birth Certificate issue municipal / local government body and submitted at the time of your appointment will be deemed t the conclusive proof of your date of birth.

8. You will intimate in writing to the Management any change of address within a week from change same, failing which any communication sent by us to you, on your last recorded address / addre indicated above, shall be deemed to have been served upon you.

9. That you will retire from the services of the company on attaining the age of 60 years on the basis declaration given by you at the time of recruitment as per clause 7 of this letter.

17-50

D Mart®

OFFER LETTER

Date: 27/9/2018

Mandali Anvesh, Manideep
GEC

Dear Manideep

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will 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)

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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.

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

17-62

D Mart®

OFFER LETTER

N N S Padmaja
GEC

Dear Padmaja

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any changes would be communicated to you in due course.

You will 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)

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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.

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE _____ NAME _____ DATE _____

17-66

DMart®

OFFER LETTER

Date: 27/9/2018

NG Aditya Kumar
GEC

Dear Aditya

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will 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!

Amit.

Human Resources
Avenue Supermarts Ltd. (D-Mart)

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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

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

17-7

D Mart®

OFFER LETTER

Date: 27/9/2018

Bhanu Sree Bugala
BEC

Dear Bhanu

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will 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)

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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.

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE _____ NAME _____ DATE _____

17-23

DMart

OFFER LETTER

Date: 27/9/2018

P Naga Gopala Krishna
GEC

Dear Gopala Krishna

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will 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)

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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

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

REDMI NOTE 5 PRO
MI DUAL CAMERA

17-E-79

DMart®

OFFER LETTER

Date: 27/9/2018

P. Anusha
GEC

Dear Anusha

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will 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)

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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

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: P. Anusha NAME: P. Anusha DATE: 29/10/18

Recieved original and Accepted offer

17-E-89

DMart®

OFFER LETTER

Date: 27/9/2018

D. Krishna Tillari
GEC

Dear Krishna

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will 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!

Anil.
Human Resources
Avenue Supermarts Ltd. (D-Mart)

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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

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: T. Dinodar NAME: T. Dinodar Krishna Kanth DATE: 27/10/18

Received Original and accepting the offer.

17-E-91

DMart®

OFFER LETTER

Date: 27/9/2018

V. Hima Bindhu
GEC

Dear Hima Bindhu

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 2.75 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be 18th June 2019. Any change would be communicated to you in due course.

You will 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)

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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

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: Bindhu NAME: V. Hima Bindhu DATE: 29/10/18

Recieved the original and Accepted offer.

INFOSYS
Navigate your next

HRD/COV/1003525391/21-22

February 8, 2022

Mr. Chendika Phani
D No 20-49-1,
Narsimhanagar, Near Lakshmi Talkies, Goldprince, Krishna District,
Machilipatnam-521002
India

Ph: +91-8688653838

Dear Chendika,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.02.08 16:18:44 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
Survey No. 210, Manikonda Village, Lingampally
Rangareddy (Dist)
Hyderabad - 500 019

Corporate Office:
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

HRD/1003525391/21-22

February 8, 2022

Mr. Chendika Phani
D No 20-49-1,
Narsimhanagar, Near Lakshmi Tallies, Goldprince, Krishna District,
Machilipatnam-521002
India

Ph: +91-8688653838

Dear Chendika,

Congratulations! We are delighted to make you an offer as **Associate Business Analyst** and your role is **Associate Business Analyst** .

Here are the terms and conditions of our offer:

Joining Date

Your scheduled date of employment with us will be **March 14, 2022** .

Location

Your location for employment is HYDERABAD , Survey No. 210, Manikonda Village, Lingampally Rangareddy (Dist) Hyderabad - 500 019.

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.

The Company at its sole discretion permits you to work remotely from within the territory of India till further notice. The Company does not expect you to work from office for the foreseeable future. You may continue to work remotely unless there are business requirements, including changes in the applicable law, in which case, you will be provided 60 calendar days' notice to return to office. The cost of your travel and stay will be determined in accordance with applicable Company policies. As such, should you be asked to return to work, you agree that it will not be considered a modification to your working conditions. You and the Company agree that your performance will be under constant review to assess the opportunity to continue rendering your services remotely.

INFOSYS LIMITED
Survey No. 210, Manikonda Village, Lingampally
Rangareddy (Dist)
Hyderabad - 500 019

Corporate Office:
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

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."*

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of leave annually, during probation. On confirmation, you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis.

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.

Compensation and Benefits

Salary

Your Total Gross Salary will be **INR 44,334** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.
You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans.

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - III 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 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice period

You will be required to give three months` 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.

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.

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 II).

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 name

Enclosures: Non-Compete Agreement (Annexure II)
Information Sheet (Annexure III)

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.02.08 16:18:44 IST
Reason: Digitally Signed
Location: Bangalore

ANNEXURE - I

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Chendika Phani
ROLE	Associate Business Analyst
ROLE DESIGNATION	Associate Business Analyst

1. MONTHLY COMPONENTS	
BASIC SALARY	22,170
BASKET OF ALLOWANCES	14,004
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	4,212
MONTHLY GROSS SALARY	**40,386**

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)	222

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	2,660
GRATUITY - 4.81% of Basic Salary*	1,066
FIXED GROSS SALARY (1+2+3)	**44,334**
TOTAL GROSS SALARY	**44,334**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Thirty Thousand (with security) Twenty Thousand (without security)	@5%	24	Nil
SALARY LOAN	One Month's Gross Salary /Fifteen Thousand (Whichever is higher)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Annexure - II

Non Compete agreement

I, _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purposes of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

i. Tata Consultancy Services Limited
ii. Accenture Limited
iii. International Business Machines Corporation
iv. Cognizant Technology Solutions Corporation
v. Wipro Limited

Place: Employee Signature:
Date: Employee Name : Mr. Chendika Phani

Acknowledged by Infosys Limited:

ICICI PRUDENTIAL LIFE INSURANCE

17-24

29 May 2019

Dear **Lakshmi venkat sai kiran Chittibomma,**

We are pleased to offer you the position of **UNIT MANAGER** in **Level 1** of our Company. Your initial posting will be at **Vijayawada**.

Your compensation details are as follows:

Components	Rs. Per annum
Basic	60,000
Flexible Compensation Plan	1,22,914
Employers Contribution to PF	7,200
Gratuity	2,886
Minimum Statutory Bonus	7,000
Total Fixed Pay	2,00,000

The terms and conditions of your appointment will be communicated to you on acceptance of our letter.

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the AntiCorruption and Bribery Policy of the Company.

ICICI PRUDENTIAL LIFE INSURANCE

12-2

29 May 2019

Dear Agastyaraju D N V Rama Lakshmi Sowmya,

We are pleased to offer you the position of **UNIT MANAGER** in Level 1 of our Company. Your initial posting will be at **Vijayawada.**

Your compensation details are as follows:

Components	Rs. Per annum
Basic	60,000
Flexible Compensation Plan	1,22,914
Employers Contribution to PF	7,200
Gratuity	2,886
Minimum Statutory Bonus	7,000
Total Fixed Pay	2,00,000

The terms and conditions of your appointment will be communicated to you on acceptance of our letter.

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representationmade by you from time to time. If any information or representation is found tobe incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the AntiCorruption and Bribery Policy of the Company.

ICICI PRUDENTIAL LIFE INSURANCE

29 May 2019

Dear Alavala Nagaraju,

We are pleased to offer you the position of **UNIT MANAGER** in **Level1**of our Company. Your initial posting will be at **Vijayawada.**

Your compensation details are as follows:

Components	Rs.Per annum
Basic	60,000
Flexible Compensation Plan	1,22,914
Employers Contribution to PF	7,200
Gratuity	2,886
Minimum Statutory Bonus	7,000
Total Fixed Pay	2,00,000

The terms and conditions of your appointment will be communicated to you on acceptance of our letter.

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conductor any Applicable Anti-Bribery Law and the Anti Corruption and Bribery Policy of the Company.

17-68

ICICI PRUDENTIAL LIFE INSURANCE

29 May 2019

Dear Nidumolu Sai Hemanth,

We are pleased to offer you the position of **UNIT MANAGER** in **Level 1** of our Company. Your initial posting will be at **Vijayawada.**

Your compensation details are as follows:

Components	Rs. Per annum
Basic	60,000
Flexible Compensation Plan	1,22,914
Employers Contribution to PF	7,200
Gratuity	2,886
Minimum Statutory Bonus	7,000
Total Fixed Pay	2,00,000

The terms and conditions of your appointment will be communicated to you on acceptance of our letter.

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

The offer is made relying upon the information furnished and representation made by you from time to time. If any information or representation is found tobe incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without prior notice.

Please note that this offer is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the AntiCorruption and Bribery Policy of the Company.

TATA AIA
LIFE INSURANCE

31-May-2022
Shanagavarapu Balakrishna
Vijaywada

Letter Of Offer

Dear **Shanagavarapu Balakrishna**,

We are pleased to offer you position of **Relationship Manager (In Career Level – Executives)** in our **Vijaywada** office. The Total Fixed Cost offered is **Rs.3,50,000(Three Lakh Fifty Thousand)** and the break up is as given below.

Components	Per Month (in Rs.)	Per Annum (in Rs.)
Basic Salary	11,500	1,38,000
HRA	575	6,900
Statutory Bonus	958	11,500
Supplementary Allowance	13,780	1,65,362
Retiral Benefits		
Provident Fund		21,600
Gratuity		6,638
Total Fixed Cost	**26,813**	**3,50,000**

Guidelines of Flexi Allowance Plan (FAP):

a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance.	
b)The below selection shall be taxable / non taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Pay Component	**Eligibility Limits (Per Annum)**
Superannuation	15% of Basic Salary (only applicable to employees, joined before 1st Jan 2012 as per eligibility) to the maximum limit of INR 1 Lac Per Annum.
National Pension System (NPS)	Corporate contribution - 10% of Basic Salary Individual Contribution – Allowed in monthly payroll cycle. (Exempt upto 50 K over & above 80CC limit)
Meal Coupon	Zeta Digital Coupons, options given as below: • INR 1100 Per Month • INR 2200 Per Month • INR 2970 Per Month
Gift Coupon	Fixed INR 5000 Per Annum, 100% Tax free under Gift perquisite rule Available for selection: • For existing employees in April & June every year • For newly joined employees within 30 days of joining till the month before Diwali
Child Education	Based on option, INR 100 per month per child up to a maximum 2 children
Hostel allowance	Based on option, INR 300 per month per child up to a maximum 2 children

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Leave Travel Allowance	LTA eligibility (Yes / No) as per existing grade criteria will be Fixed 1 month Basic Salary. The option will be available for changes: • Existing employees during April • Newly joined employees within 30 days post joining
Car Lease	Below components will be as per limits defined for grades respectively: • Car Lease rent • Driver's Salary Reimbursement • Fuel reimbursement
Personal Car Fuel Reimbursements	Below components will be as per limits defined for grades respectively: • AM & Manager = INR 75,000 Per Annum • SM & AVP = INR 90,000 Per Annum • VP & Above = INR 144,000 Per Annum
Vehicle Maintenance Reimbursement	Below components will be as per limits defined for grades respectively: • AM & Manager = INR 24,000 Per Annum • SM & AVP = INR 36,000 Per Annum • VP & Above = INR 50,000 Per Annum
Driver's Salary Reimbursement	Below components will be as per limits defined for grades respectively: • Manager = INR 90,000 Per Annum • SM & AVP = INR 120,000 Per Annum • VP = INR 240,000 Per Annum • SVP & Above = 300000 Per Annum
Books & Periodicals	INR 24,000 Per Annum (Monthly INR 2,000)
Professional Development	INR 50,000 & INR 100,000 Per Annum (Annual reimbursement)
Business Attire	INR 30,000 Per Annum (Monthly INR 2,500)

Other Benefits:*	**Cover**
MediclaimInsuranceCover : Hospitalization expenses shall be reimbursed / cash less for Self, Spouse and up to 2 dependent children on a family floater basis.	Rs.400,000/- per annum Manager and below Rs.700,000/- per annum Sr. Manager and above
Voluntary Group Mediclaim Insurance Cover : For Parents & In-laws of employees, this Insurance cover can be taken by an employee on a **voluntary** basis for Parents & In-laws. Hospitalization expenses for Parents & In-laws shall be reimbursed on a family floater basis.	Rs.400,000/- per annum
Group Life InsuranceCover : In the unfortunate event of death on account of an accident or natural causes, an employee's nominee shall be eligible for an insurance claim benefit. In addition, terminal illness benefits have been provided under this policy.	6 times of Annual Driving Salary (i.e. Cost To Company minus Retirals) or 10 Lakhs, whichever is higher Retirals) or 10 Lakhs, whichever is higher
Employee Deposit Linked Insurance : This benefit accrues through Employer contributions to the Provident Fund scheme in the event of death.	Rs.601,000/-
Group Personal Accident Insurance Cover: All employees are covered for 24 hours, worldwide under this policy. The policy covers an employee in the event of bodily injury due to an accident. The policy also covers temporary or permanent disability due to an accident.	>Death Benefit - Max of 6.25 times of Annual Basic salary or minimum Rs 15 lacs whichever is higher upto maximum Rs 1 Cr >Spouse Cover - 10% of Employee Sum Insured on Capital Cover* Capital Cover* - Accidental Death, Dismemberment, Permanent Total Disability and Permanent Partial Disability

- Gross Monthly Total is subject to tax and other deductions as per norms.
- Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable, which is minimum of 5 years of continuous service.

- Payment of any performance pay or any discretionary bonus / Ex-Gratia is not obligatory and shall be paid solely and exclusively at the option, choice and discretion of the Company. Such discretionary payments towards performance pay / Bonus / Ex-Gratia shall be paid only if the you are employed as a permanent employee on the employment rolls of the

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Company on the date such performance pay / Bonus / Ex-Gratia is payable. Such payments shall also not be payable nor shall the Company be liable for any such payment in the event you have resigned and are serving the notice period post resignation in the Company.

- This offer of employment shall be valid for a period of seven (07) days from the date of this offer letter and shall stand automatically cancelled unless you confirm your acceptance. Company has the rights to revoke the offer anytime during the validity period without assigning any reason whatsoever.
- This is an offer break up document not construing to be an Appointment letter. The appointment is subject to your being declared medically fit and clearing background verification checks.

Best wishes,
For **Tata AIA Life Insurance Company Ltd.**

Suresh Kasurde
Senior Manager - Human Resources

For any clarification, please revert to us.
Regards,
Hiring Team
TATA AIA Insurance Company Ltd.
14th Floor, Tower A, Peninsula Business Park,
Senapati Bapat Marg, Lower Parel
Mumbai 400 013
Telephone: 022 - 6649 8000

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Acceptance of Offer and Authorization:

I _____, confirm my acknowledgement, acceptance and agreement to the above offer break up with the mentioned CTC, Designation and Location (please refer Page 1).

I also hereby agree to and accept the terms of offer and also authorize Tata AIA Life Insurance Company or any third party retained by them to verify and conduct enquiries on any information provided in my bio-data or application of employment or other information provided by me at any point of time during my recruitment process at the company's discretion and release all persons from liability on account of such disclosure.

Full Name (in Block capitals): _____

Signature:_____

Place/Location:_____

Tentative Date Of Joining : _____

Declaration

As per IRDA's Guidelines for Individual Agents for Persistency of Life Insurance Policies, insurers need to ensure that the relatives of employees are not engaged as agents of the Company.

"I hereby declare that:

A. I am aware that Relatives of employees of insurance companies cannot be engaged as agents by the same insurer. None of my Relatives* is currently engaged with Tata AIA Life Insurance Company Limited (TALIC) in the capacity of an Insurance Agent. If I become aware in the future, of any of my Relatives being engaged as an agent with TALIC, I shall immediately forward the concerned Agent Name and Agent Code to distopsinfo@tataaia.com.

OR

B. I am aware that Relatives of employees of insurance companies cannot be engaged as agents by the same insurer. My Relative(s)* is / are engaged with Tata AIA Life Insurance Company Limited (TALIC) in the capacity of Insurance Agent (Agent Name: _____; Agent Code: _____). I understand that the said agency may be terminated by TALIC. If I become aware in the future, of any of my Relatives being engaged as an agent with TALIC, I shall immediately forward the concerned Agent Name and Agent Code to distopsinfo@tataaia.com.

*'Relative' for this purpose means spouse, dependent children or dependent step children, whether residing with the employee or not.

Please tick as appropriate.

Name : Shanagavarapu Balakrishna

Designation :

Date: : Signature :

Declaration to Tata AIA Life Insurance Company Limited (Tata AIA Life)

I hereby state and confirm that all the information stated in the resume provided by me/ consultant is true.

I have never been interviewed or employed (off rolls/ on rolls) by Tata AIA Life and if any information is subsequently found by Tata AIA Life to be false/ misleading, I will be liable to be immediately disqualified or dismissed from service, without any notice or liability accruing to Tata AIA Life in this regard.

I hereby also declare that the following persons are my 'Relatives' who are currently employed with Tata AIA Life:
(For this purpose, the term 'Relatives' is defined as_____)

Name	Employee Code	Designation	Department	Location	Relationship

(Please Note: Leaving the above table blank would be equivalent to a declaration that none of your 'Relatives' is currently employed with Tata AIA Life.)

Signature :

Name : Shanagavarapu Balakrishna Place: Date:

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TATA AIA
LIFE INSURANCE

Self-declaration to Tata AIA Life Insurance Company Limited

First Name	Middle Name (Father / Spouse Name)	Surname / Last Name
Shanagavarapu		Balakrishna

Father Name			
Date of Birth(DD-MMM-YYYY)		Gender	
Height (cms)	_____	Weight (kgs)	_____
Blood Group			
Personal History: (Please tick)			
Smoking / Tobacco Products	Yes ☐ No ☐	High Blood Pressure	Yes ☐ No ☐
Alcohol	Yes ☐ No ☐	Heart Disease	Yes ☐ No ☐
Allergies	Yes ☐ No ☐	Asthma	Yes ☐ No ☐
Permanent / Partial disability	Yes ☐ No ☐	Impaired sight / Color vision defects	Yes ☐ No ☐
Mental Disorder	Yes ☐ No ☐	Kidney Disease	Yes ☐ No ☐
Diabetes	Yes ☐ No ☐	Lung Disease	Yes ☐ No ☐
Cancer	Yes ☐ No ☐	Hepatitis or Liver disorder	Yes ☐ No ☐
In the last 2 years have you ever had any illness, injury, surgical operation, received treatment for any ailment for a continuous period of more than 2 weeks or been confined in a hospital, clinic or similar institution for any condition (other than minor impairment such as cold or flu)			Yes ☐ No ☐
Have you ever been advised not to travel by any mode of transport due to medical/health reasons			Yes ☐ No ☐
For Females: If pregnant, please mention expected date of delivery (DD/MM/YYYY)			Yes ☐ No ☐ NA ☐
Present state of health			Good ☐ Fair ☐ Poor ☐

hereby declare that, I have not been convicted by any Court or Tribunal till date, and neither is any criminal matter pending against me in any court of law in India or abroad. Also that I have no association with any of the terrorist groups/organization and any such organization which is banned by the Government in India or by any foreign government having diplomatic relations with India. I further declare that I have not been a member/part of such organization in the past.

"I hereby state and confirm that all the aforesaid information is true and correct to the best of my knowledge and belief and I agree and accept that if any information is subsequently found by Tata AIA Life to be false/misleading, I will be liable to be immediately disqualified or dismissed from service without any notice or liability accruing to TATA AIA Life Insurance Company Limited in this regard."

Name : **Shanagavarapu Balakrishna** **Place :** **Date :**

Signature :

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UNWIND Learning Labs

In22 labs

In22labs
A Unit of Unwind Learning Labs Pvt Ltd
www.in22labs.com

To,
Mr. P.K.V.Sai kumar

Ref:In22/HR/RP/BD/0042/2018
26-Oct-2018

Gudlavalleru engineering college,

Vijayawada.

SUB: Offer Letter

Dear Mr. P.K.V.Sai kumar,

Thank you for the keen interest you have shown in joining our organization. With reference to the Interview and the discussions you had with us recently, we are pleased to extend our offer letter. Please accept our heartiest congratulations and warm welcome to Unwind family.

Your designation will be Business Consultant.

The terms and conditions of the offer letter will be:

1. Your Annual Compensation will be Rs.4 Lacs Per Annum as CTC +Incentives
2. The probation period will be three (3 months) from the date of joining.
3. The roles and responsibilities will be detailed in the Appointment letter
4. You are required to submit all your documents of
   a. Passport/Driving License(Address proof with photograph)
   b. Pan card
   c. Existing PF details- if any
   d. Two Passport size photographs
   e. Attested Copies of School, Degree, Post-Graduation certificates
   f. Copies of Previous work experience certificates- if any

For any queries, Please contact Ms.Pavithra - hr@in22labs.com

Sincerely

Unwind Learning Labs

P.K.V. Sai Kumar

Pavithra

Manager -HRD

17 - 13

Estd. 1915
Regd. No.: H.1422

Phone: 08672 223530,223533,223615
Cell: 9866057715

The Krishna District Co-operative Central Bank Ltd.,
Dr. Y.S.R. Sahakara Bhavan, Jagannadhapuram,
(H.O)Machilipatnam : Krishna District (A.P)
e-mail id: kdccbho.estt@gmail.com
website: www.krishnadccb.com

Ref No: Estt/Apprentice Trg/2020-21.

Date: 01.02.2021

OFFICE ORDER

Sub: Establishment- Apprenticeship Training- Allotment of Branch / Section to undergo Training- Reg

Ref: Selection of Apprentice Training letter dt 28.01.2021 of the Bank

* * *

Mr/ Ms Bavireddy Veera Naga Sai Kumar who is selected to undergo 6 months Apprenticeship Training in our Bank vide reference cited has given acceptance letter to the Bank. He/ She is advised to report for training at Gudlavalleru Branch and he/ she should submit his/her joining report to the Head office, Machilipatnam through the concerned Manager. The starting date of work will be 01.02.2021 and the working days will be same as the Bank working days for a period of six months.

During this Apprenticeship Training period, he/she expected to discharge all the duties assigned to you by the Manager, Gudlavalleru Branch.

On successful completion of the Training for 6 months, Apprenticeship Training Completion Certificate will be issued by the Bank.

Sd/-
CHIEF EXECUTIVE OFFICER

//By Order//

Dy.General Manager

To
Mr/Ms.Bavireddy Veera Naga Sai Kumar, Apprentice Trainee, KDCC Bank Ltd, Head office, Machilipatnam.

Copy to Manager, KDCC Bank Ltd, Gudlavalleru Branch.

Scanned with CamScanner

17-14

OVERT MIND NEW IDEAS TECHNOLOGIES PRIVATE LIMITED
271, 1st Floor, 14th Cross , CMH Road, Indiranagar,
Bengaluru, Bangalore, Karnataka, India, 560038

11-33-945, vengala rao Nagar, kavali, Nellore district
Andhra Pradesh - 524201

Dear Praveena Bedapudi

With reference to the interviews and the discussions we had with you, we are pleased to make an offer for the Position of QA Intern in **Overt Minds New Ideas Technologies Private Limited** (Company) for the first 3 months and after the 3 months post confirmation you will be for the position of **Quality Analyst.** Your Primary place of position will be Bengaluru.

Compensation and Benefits

- Your compensation for first 3 months will be **16,666(Sixteen thousand six hundred and sixty six only) per month.** Please refer Annexure A to this letter for more details on the compensation structure. After confirmation your compensation on total Cost to Company (CTC) basis will be **3,00,000(Three Lakhs only)** Please refer Annexure B to this letter for more details on the compensation structure.
- After confirmation your Group Health Insurance Policy of Rs. 2,00,000 Sum Assured.
- After confirmation 10 Public Holidays every year as per list disclosed by the Company
- After confirmation 3 working weeks (15 days) of paid vacation (Earned Leave) and 6 Casual Leaves per year.

Acceptance and Commencement

We expect you to join the Company latest by 06/01/2021 or other mutually acceptable dates. In case you do not accept this offer with seven (7) days or do not report to work by the stipulated date after acceptance of the offer, this Offer would automatically expire, unless extended in writing by the Company.

Your appointment and employment with the Company will be governed by the **Terms of Employment** available as **Annexure C.** You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

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. Kindly acknowledge the duplicate of this Offer as a token of your acceptance and please get in touch with the undersigned for any questions or clarifications,

Yours Sincerely,
For Overt Minds New Ideas Technologies Private Ltd.

Accepted By

V. Sabita

Human Resources

Praveena Bedapudi

గ్రామ వలంటీర్ ఎంపిక పత్రము

నోటిఫికేషన్ 1/2019 Dt: 22-6-2019 ద్వారా కృష్ణా జిల్లాలో గ్రామ పంచాయతీలలో గ్రామ వలంటీర్లుగా పని చేయుటకు సమాజ సేవా భావము కలిగిన అర్హులైన నిరుద్యోగ యువత నుండి దరఖాస్తు స్వీకరించి ఇంటర్వ్యూ ప్రక్రియ ద్వారా తగిన దరఖాస్తుదారులను గుర్తించుట జరిగింది. ఈ ప్రక్రియలో మీరు సమాజ సేవా భావము కలిగియుండి మౌఖిక పరీక్షకు హాజరై గ్రామ వలంటీరుగా పనిచేయుటకు అర్హత సాధించినారని తెలియచేయుటకు సంతోషిస్తున్నాము.

గ్రామ వలంటీరుగా క్రింది నిబంధనల మేరకు పని చేయుటకు సుముఖంగా ఉన్నట్లైతే మీరు పంచాయతీ కార్యదర్శి వారికి తెలియజేయగోరుచున్నాము.

1. మీరు మీ గ్రామములోనే నివాసముంటూ మీ గ్రామములో మీకు కేటాయించిన దాదాపు 50 కుటుంబములకు సేవలు అందించుటకు సుముఖులై ఉండాలి.
2. గ్రామ పంచాయతీ/గ్రామ సచివాలయాలు నిర్వహించే అన్ని కార్యక్రమాలు మీకు అప్పచెప్పిన పనులను, బాధ్యతలను సక్రమముగా, సకాలములో నిర్వహించవలెను.
3. గ్రామ సచివాలయం/గ్రామ పంచాయతీ ద్వారా లబ్ధిదారులకు నవరత్నాలు ద్వారా అందించవలసిన లబ్ధి, మరియు సేవలను పారదర్శకంగాను, నిజాయితీగా, అవినీతిరహితంగా అయా కుటుంబాలకు చేరవేయవలెను. అర్హులైన కుటుంబాలకు రేషన్ పంపిణీ, సామాజిక పింఛన్ల పంపిణీలతోపాటు అమ్మ ఒడి, వైఎస్ఆర్ భరోసా, వైఎస్ఆర్ చేయూత తదితర పథకాలతో పాటు ఇతర పథకాల అమలుకు కూడా కృషి చేయవలెను.
4. గ్రామ వలంటీరుగా మీ పనితీరు అధారముగా ఆగస్టు 14, 2020 వరకు పనిలోకి తీసుకోబడినది. ఈ లోపు సరైన పనితీరు చూపించక పోయినను, సరిగా నడవడిక లేకున్నను, బాధ్యతల యెడల నిర్లక్ష్యత వహించినను తొలగింపబడి,

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www.primusglobal.com

15-Feb-2021

To,
Bommadevara Keshma Sri Chandra
Hyderabad

Further to our offer and your acceptance thereof, we have the pleasure of appointing you as **Trainee TA** in PRIMUS (hereinafter referred to as PRIMUS or Company). The specific terms and conditions of our offer, including your compensation and benefits, is as mentioned herein. Please ensure to read and adhere to them.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e **11-Feb-2021.** If you do not confirm your acceptance of the joining date and/or we are unable to set an alternative date, this offer will be withdrawn.

THE OTHER TERMS AND CONDITIONS OF THE OFFER ARE AS FOLLOWS:

1. Your annual salary will be **INR 1,32,000 (Rupees One Lakh(s) Thirty Two Thousand Only)** per annum. The salary will comprise a) Basic Pay b) Medical Allowance and c) other allowances. Your individual remuneration is confidential and is strictly between yourself and the Company. It has been determined based on numerous factors such as your previous experience/job, skills-specific background and professional merit. This information and any changes made therein should also be treated as personal and confidential.

2. Your initial posting will be at **Hyderabad** or at any other place of business that PRIMUS may deem fit. However, your services are transferable and you may be assigned to any office of PRIMUS at our discretion depending on business needs.

3. Your Employment shall be "at will," meaning that either you or PRIMUS shall be entitled to terminate your Employment at any time and in a manner specified below for any reason, with or without cause. Any contrary representations that may have been made to you shall be superseded by this Agreement. This Agreement shall constitute the full and complete agreement between you and the Company on the "at-will" nature of your Employment, which may only be changed in an express written agreement signed by you and a duly authorized personnel/officer of PRIMUS.

4. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for PRIMUS without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer). If any

I. WARRANTIES AND REPRESENTATIONS

You represent and warrant to PRIMUS that you are under no obligations or commitments, whether contractual or otherwise, that are materially inconsistent with your obligations under this Agreement. In connection with your Employment, you shall not use or disclose any trade secrets or other proprietary information or intellectual property in which you or any other person has any right, title or interest and your Employment will not infringe or violate the rights of any other person. You represent and warrant to PRIMUS that you have returned all property and confidential information belonging to any prior employer, other than confidential information that has become generally known to the public or within the relevant trade industry.

II. ETHICS AND INTELLECTUAL PROPERTY RIGHTS

1. You shall not, during the continuance of this engagement, be engaged, concerned, or interested directly or indirectly, in any other occupation, business or employment whatever without the previous consent in writing of PRIMUS, but shall devote your time, attention and abilities exclusively to the performance of your duties hereunder and shall in all respects obey and conform to the Company's orders and regulations, and well and faithfully serve PRIMUS, and use best endeavors to promote the interests hereof, and of the business in which you shall for the time being be engaged. You shall at all times readily conform to obey and execute all lawful orders which may be issued to you by such Associated Company. You shall not, unless directed by PRIMUS, either during the continuance of this engagement or thereafter disclose, divulge, or communicate to any person or persons whatsoever any information of a secret or confidential character relating to the trade or business of the Company or of the Associated Companies or to the strategies, plans, methods, process, appliances, machinery or plant used by them, or by any of them or to any activities or experiments made by them, or any of them, or by any persons in their employ, or relating to the prices paid or charged by, or the customers or suppliers of the Company or its Associated Companies.

2. All Intellectual Property rights in any work or material developed/co developed/conceptualized directly or indirectly by you during the course of your employment shall be considered 'Works made for Hire' under the Intellectual Property laws and shall belong to and be the property of PRIMUS and you confirm and accept that you shall not be entitled to claim any rights over any such Intellectual Property. If required by PRIMUS, during or after the Employment Period, you shall assign and transfer in favor of PRIMUS or, at the request of PRIMUS in favor of any of its subsidiary, affiliate or customers, all Intellectual Property rights in such works or materials and shall execute such deeds and documents, as the Company may require, to effectually vest in PRIMUS, any of its subsidiary, affiliate or customers as PRIMUS may require, any and all Intellectual Property rights and benefits in such works or materials. In performance of your duties and responsibilities you shall not use or infringe any intellectual Property or rights of PRIMUS or of any other third party/s.

3. You shall not do or indulge in any of the following, without the prior written consent of the Company:

promotions or other changes made in your employment and informed to you by the authorized officer of the Company, the applicable policies to such change in role, grades, promotion or other employment changes (for e.g. Notice Policy, Reimbursement Policy) shall apply to you from the effective date of such change. To that extent, such change in applicable policies will be considered an amendment of this Agreement and your continued employment will be constituted as agreement to applicable policies from time to time. No waiver by either party of any breach of, or of compliance with, any condition or provision of this Agreement by the other party shall be considered a waiver of any other condition or provision or of the same condition or provision at another time.

It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.

You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.
To confirm your acceptance of this offer letter on the terms and conditions specified herein, Please sign in the space specified below and return the signed copy to PRIMUS on this day.

Your's sincerely,

Guruprasad K Natarajan

Director Business & Operations

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understand, and accept employment with PRIMUS under the terms and conditions stated above.
(Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

Signature:

Printed Name: **Bommadevara Keshma Sri Chandra**

Date:

State Street HCL Services

Statestreet HCL Services
(India) Private Limited
CIN : U72900DL2012FTC229698
Worksite Chennai : ETA Techopark –Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Panchayat, Thiruporur Panchayat Union, Chengalpat Taluk, Kancheepuram Dist. Chennai – 603 103, India
Worksite Coimbatore : Module I-3, 2nd Floor, Tidal 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, Yerwada, Pune – 411 006, India.
Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

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Date: September 10, 2019

Private & Confidential

CHALLADURA SRAVAN KUMAR

27-93 ,Gajulavari Street, Pamarru, Krishna district, Andhra Pradesh, 521157.,
Not Applicable,
Andhra Pradesh,
India - 521157

Document ID - 5315823a-63ad-437e-9528-d6ba9f498498

Dear CHALLADURA,

- 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 EMPLOYEE:

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TalentLabs

TalentLabs

Saturday, June 13, 2020

9Letter of Intent /Appointment Offer

Dear **Chunduru Vardhan Kumar**

With reference to your interviews and subsequent discussions you had with us, we are pleased to offer you a position of **Operations Executive– Logistics** Detailed job objectives will be provided upon joining. The appointment offer is subject to the information provided by you in your Resume / Bio-data/CV and interviews are correct and valid.

Your work location will be – **Hyderabad,**The job is transferable anywhere within India

You're In hand will be **INR 19000/- PM** The Management reserves the right to bifurcate or merge the allowances in basic salary. A detailed salary structure along with appointment letter will be provided after the date of joining.

The appointment is valid from the date of your joining which should not be later than **10-06-2020** (MM/DD/YYYY)
Please send in your acceptance by returning signed acknowledgement. Upon joining, we will provide you a detailed fixed term appointment letter.

Kindly bring copy of the below mentioned documents at the time of joining:

1) Five (5) Passport size photographs with white background – name written at the back.
2) Self-attested photocopies of Educational Certificates.
3) Self-attested photocopy of your PAN Card.
4) Self-attested Photocopy of AADHAR Card
5) Self-attested Photocopy of your Photo ID e.g. Voter ID/ Aadhar Card/ Driving License.
6) 1 original and 1 photocopy of Cancelled cheque from your Bank account or 2 photocopies of front page of your passbook.
7) Resignation mail or Resignation letter/Non obligation certificate from your previous organization (If any).

You can share the documents to **naveena.talentlabs@gmail.com - 9625339002**

Please note that any claims based on the alleged verbal promises by any authority, not a part of this letter, will not be entertained in future.

This Letter of Intent / Appointment Offer shall be valid for two weeks or till the date of joining, whichever is earlier.

For Talent Labs Private Limited

Authorised Signatory Accepted and Agreed

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BEKEM

Infra Projects Private Limited

(An ISO 9001:2015 Company)

CIN: U70100TG2008PTC061037

Ref: BEKEM –GROUP/HR/Appt/2019/262.
Date: 16.07.2019

To
Mr.Danda Avinash,
H.No:201,Ravuri Residency
Balaji Nagar,Kukatpally
Hyderabad
Ph:500072
Ph: 8179070620

Dear Mr.Danda Avinash,

Further to our letter of offer/ interview/ discussions, we are pleased to inform you that you are hereby appointed as **Officer Accounts** in **Accounts** department of our organization to be based at Hyderabad as per terms and conditions discussed and agreed upon as under :-

1. This appointment is effective from 16.07.2019 the date of your joining our Organization.

2. Your salary and other allowances shall be as **per enclosed statement.**

3. You shall carry out the job of **Officer Accounts** and such other jobs connected with or incidental to which is necessary for business of the organization. You shall do any other work assigned to you, which you are capable of doing or work at any other post which has been temporarily assigned to you.

4. You will be in probation for a period of six months. On completion of probation period, your appointment is confirmed, unless otherwise informed of extension to probation within a week at the end of these six months.

5. During probation, the notice period for termination / resignation will be 7 days from either side. After confirmation, the notice period required from either side is three months.

6. Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.

7. During the period of service with the organization, you shall not indulge and/ or take part in any activity of formation of council and / or association or become their member without obtaining permission from the organization. Such an action shall be deemed as infringement to service conditions of the organization and amount to causing damage to its interest and shall call for disciplinary action being taken against you, as it may deem fit and appropriate.

8. During the tenure of your services, you will wholly devote yourself to the work assigned to you and will not undertake any other employment either on full or part time basis without prior permission of the organization in writing. Any contravention of this condition will entail termination of your services from the organization.

9. Your services are liable to be transferred or loaned or assigned with / without transfer, wholly or partially, from one department to another or to office/ branch and vice-versa or office/ branch to another office/ branch of an associate organization, existing or to come into existence in future or any of the organization's branch office or locations anywhere in India or abroad or any other concern where this organization has any interest. In such case, you will abide by responsibilities expressly vested or implied or communicated and shall follow rules and regulations of such department / office, establishment, jointly or separately, without any compensation or extra remuneration or provision of accommodation. You, thereupon, may be governed by service conditions and other terms of the said concern as may be applicable. However, working at any associate or sister concern will not give you any right to claim employment in any associate or / sister concern or ask for a common seniority with the employee of sister / associate concern

10. In the event you are absent from duty without information or permission of leave or you overstay your sanctioned leave, the Management will treat you as having voluntarily abandoned the services of the organization.

11. Your services are liable to be terminated at any time :
    a) during probation or after confirmation, in case you are found to be medically unfit by the organization's authorized medical practitioner, on examination;
    b) as and when the organization comes to know of any conviction by the Court of Law during the tenure of your service with us or conviction and / or any bad record in the past under the previous employer, or because of your giving false information at the time of your appointment or concealed any material information or given any false details in the application form or otherwise as regard age, education qualification , experience , salary etc.
    c) if you are found to be not possessing desired qualification which do not conform to custom / authority / govt. regulation as may be required from time to time and necessary for continuation of business or its exigencies or on account of redundancy.
    d) The company is not responsible if you met with any accident after office hours. If you leave the site without the consent of the company, the company is not responsible for your acts. Whenever you leave the site you have to take permission of the site In charge in written for official & unofficial work. The company is responsible only for your acts when you go out for official purpose and the company is not responsible for unofficial purpose visiting out of the site. The company is at liberty to take legal actions for the wrong act done by you.

12. You will keep the organization informed of any change in your residential address that may happen during the course of employment of your service with the organization

13. You will not give out to any one, by word of mouth or otherwise, particulars of our business or administrative or organizational matters of a confidential nature which may be your privilege to know by virtue of your being our employee

14. All accounts, agreements, business plans, project details, documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc., written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not

utilize them for your own use or disclose to other persons during or after your employment

15. During the course of employment with the organization, you will acquire, gain, generate, gather and develop knowledge of and be given access to business information about products activities, knowhow, methods or refinements and business plans and business secrets and other information concerning the services / products / business of the organization, which are highly confidential and business secrets. You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during the course of employment and on cessation for at least 2 years period.

16. You shall faithfully and to the best of your ability perform your duties that may be entrusted to you from time to time by the management. You will be bound by rules, regulations and orders promulgated by the management in relation to conduct, discipline and policy matters

17. While you are in employment of the organization, you may be given or handed over organization's property and / or equipment for official use and you shall take care of them including their upkeep. On cessation of employment with the organization, you shall return all documents, books, papers relating to the affairs of the organization, purchased with the organization's money, which may have come to you, and also any property of the organization in your possession

18. Any balance of advance or loan taken by you from the organization, shall be fully recovered from your salary and any other legal dues at the time of your leaving the services of the organization.

19. The organization is obliged to deduct Income Tax at source as per the applicable provisions of Income Tax Act / Rules. Accordingly, you are required to submit all required proof of permitted savings / investments and other details from time to time to enable the organization comply with the provisions of law. In the event of non-compliance by you as aforesaid if the organization is required to pay any interest or payment under Income Tax Act , any such amounts paid or payable shall be deducted from your salary or other payments and you shall allow the organization to comply with these requirements without objection.

20. Reading and being acquaint with the extant HR and other policies of the organization shall be your responsibility. It is presumed that your acceptance to this appointment letter has been signed only after reading the said policies of the organization.

You are requested to return the enclosed copy duly signed as a token of your acceptance of the terms and conditions of your employment.

For **BEKEM Infra Projects Pvt. Ltd.**

Rama Krishna

Authorised Signatory

Received & Accepted

Compensation

Employee Code	354	Designation :	Officer - Accounts
Employee Name	Danda Avinash	Department :	Accounts & Finance

Monthly Receivables		Annually
Particulars	Amount	Amount
Basic	8932	107184
HRA	3573	42876
Educational Allow	0	0
Attire Allow	0	0
Books & Periodicals	0	0
Spl. Allowance	5360	64320
Earned Leave	744	8928
Gross Salary	18609	223308

Monthly Deductions	
Particulars	Amount
PF - Emplo	1072
ESI - Emplo	132
Prof. Tax	150
Income Tax	As per IT Rules
Total Deductions	1354
Net Amount	17255

Annual Payments		
LTA	0	0
Bonus / Ex gratia	583	6996
Total Annual Benefits		6996

Annual Gross	230304

PF Employer	1072
ESI Employer	570
	1642

250006

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ALIENS DEVELOPERS

OFFER LETTER

Dear G. Yamuna,

We are pleased to appoint you for the position of **HR Executive.** We extend this offer, and the opportunity it represents, with great confidence in your abilities & experience. You are expected to join our Company on or before **6th June, 2019.**

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies referred in the Company Policy Handbook.

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited.**

Compensation and Benefits: Your Annual Cost To Company will be INR 3,00,000/- (Rupees Three Lakhs Only) which is inclusive of fixed component of INR 1,92,000/- (Rupees One Lakh Ninety Two Thousand Only) and performance-linked uncapped incentives (variable component) of INR 1,08,000/- (Rupees One Lakh Eight Thousand Only). The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the compensation are indicated in Annexure.

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior notice period and without the need to provide a reason. On completion of probation period of 6 months, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice of sixty (60) days shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or

ALIENS DEVELOPERS

Annexure

Salary Details		
Annual Cost to Company		₹ 300,000
Part A		
Components	**Monthly**	**Yearly**
Basic Salary	₹ 5,857	₹ 70,284
HRA	₹ 3,514	₹ 42,168
Bonus	₹ 488	₹ 5,856
Washing Allowance	₹ 879	₹ 10,548
Attendance Allowance	₹ 3,905	₹ 46,860
Gross Salary	₹ **14,643**	₹ 175,716
Employee Contribution of PF	₹ 703	₹ 8,434
Employee Contribution of ESI	₹ 241	₹ 2,892
Net Salary	₹ **14,181**	₹ **170,174**
Employer Contribution of PF	₹ 703	₹ 8,436
Employer Contribution of ESI	₹ 654	₹ 7,848
Total Fixed Component	₹ 16,000	₹ 192,000
Part B		
Variable Component		₹ 108,000
(Payable on performance basis)		

Accepted.

Signature
Name:
Date:

End of Annexure.

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RAMACHANDRA
COLLEGE OF ENGINEERING
NH-5 Bypass Road, Vatluru (V), ELURU - 534 007, W.G. Dist., (A.P.)

Approved by AICTE
Permanently Affiliated to JNTUK
Recognized by UGC 2(f) & 12(B)
Accredited by NAAC B++
Accredited by NBA (ME, ECE, CSE)
ISO 9001 : 2015 Certified

Ref:RCEE/AO/2019/30

Date: 01-11-2019

To
Mr K Jaya Sudheer Kumar
H No: 11-5-189/A,
Bhavani Nagar, Moosapet,
Telangana
Ph.No: 6281951574

APPOINTMENT ORDER

With reference to your application and subsequent interview held at our office, you are appointed as **Assistant Professor in MBA Department.** Your pay is fixed in the pay band of Rs.15,600-39100 with DA&HRA as per college rules (Present Gross Pay **Rs.14,000/-** per month). The appointment is subject to the service conditions of the college.

You should report for duty to the Director / Secretary and Correspondent within one week from the date of receipt of this order. At the time of joining, you should submit to the Office all the original certificates possessed by you starting from 10th onwards up to the latest qualification to enable us submitting to the affiliating University authorities during their inspection.

You should complete the syllabus of the subjects allotted to you during the year/semester and not expected to leave the institution in between the academic year. In case of termination/resignation, 3 months notice should be given on either side to be relieved at the end of the semester/academic year.

You will be under probation for a period of two years from the date of your appointment. After that you can enjoy the benefits of a permanent employee as per the service conditions of the college. However your services will be regularized subject to ratification of your post by the Affiliating University.

The institution shall have the right to terminate your service without notice, if the information given by you at the time of interview in the application or the certificates produced by you is found to be incorrect.

You are required to sign on the duplicate as a token of your acceptance.

Secretary and Correspondent

Declaration

I hereby accept all the above terms and conditions including pay package. I have gone through the service rules and regulations of the College and I undertake to abide by the same. I further undertake to serve the college for a minimum period of ____ years from the date of joining.

Signature of the employee

Fax : 08812 215005 email : principal@rcee.ac.in, me.principal@jntuk.edu.in website : www.rcee.ac.in

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T&M SERVICES CONSULTING PVT. LTD.

Payslip for the month of: December-2019

Name :	GARIKAPUDI SOUJANYA	Date of Joining:16-Oct-2019	PF NO : PF UAN NO: 101518159351	
Emp. Code :	TBI004060	Designation: Sales Executive	ESIC NO : 6208890998	PAN NO :
Bank Name :	IDBI Bank Ltd	Bank A/C NO : '1717104000060330		Mode Of Payment :Bank Transfer
Total No. Of Days :	31.00	Paid Days: 31.00	LOP:0.00	LOP Reversal Days :
GROSS EARNINGS			DEDUCTIONS	

Earnings			Deductions	
Header	Actual	Paid	Header	Paid
Basic	14794.00	14794.00	EmployeePF	1775.00
HRA	740.00	740.00	EmployeeESIC	117.00
SupplementaryAllowance	0.00	0.00	ProfessionalTax	150.00
			EmployeeLWF	30.00
		Total Earning : 15534.00		Total Deduction : 2072.00
				Salary Credited : 13462.00

Amount In Words : Rupees Thirteen Thousand Four Hundred Sixty Two Only

This is computer generated Payslip. Signature is not required. For query call 022-40297000 Email Id:support@tnmhr.com

17-59

Gmail

offer letters <gecmbaofferletters@gmail.com>

My offer letter - 17481E0059 . NADAKUDITI PHANINDRA DEV .

PHANINDRA DEV NADAKUDITI <phanindra.nadakuditi1996@gmail.com> Wed, Jun 3, 2020 at 11:59 AM

To: gecmbaofferletters@gmail.com

--------- Forwarded message ---------
From: **Bajaj Finance Ltd** <hcmAdmin@tcsprocesscloud.in>
Date: Fri, Oct 4, 2019, 3:50 PM
Subject: Offer - Bajaj Finserv - E02 - Assistant Manager - CD - Prime - Vijayawada - JR00038469
To: <phanindra.nadakuditi1996@gmail.com>
Cc: <rohit.bhardwaj@bajajfinserv.in>, <subeer.bakshi@bajajfinserv.in>, <namrith.shetty@bajajfinserv.in>, <sunita.sengupta@bajajfinserv.in>, <aman.sharma@bajajfinserv.in>, <vikash.singh3@bajajfinserv.in>, <darshan.sonar1@bajajfinserv.in>, <manish.gehi@bajajfinserv.in>, <saurabh.namdeo@bajajfinserv.in>

Dear Nadakuditi Phanindra Dev,

Greetings from Bajaj Finance Limited.

Subsequent to the various discussions you had with Bajaj Finance Limited representatives, we are pleased to offer you the position of **Assistant Manager - CD - Prime** based at our **Vijayawada** office. The Band offered for the position are **E02** respectively. CTC details are as mentioned below.

Salary Components	Annual	Monthly
Basic Salary	70,395	5,866
House Rent Allowance (HRA)	35,197	2,933
Special Allowance	72,609	6,051
ESIC Er Contribution	7,352	613
Statutory Bonus	48,000	4,000
Provident Fund Employer	8,447	704
Gross Salary	242,000	20,167
Gratuity	3,386	
Indicative Performance Pay#	60,500	5,042
Total Cost To Company	305,886	

*the amount is indicative and as per the current performance pay policy may vary depending upon the performance. The management reserves the rights to amend policy at any point of time.

You would be covered under the Group Life Insurance Scheme with a sum insured of **Rs. 2,000,000**. Also,you will be covered under the Group Accident Insurance Scheme with a sum insured of **Rs. 2,500,000**.

You would be entitled for a hospitalization claim of **Rs. 300,000**, premium borne by employer with an option to include spouse and upto two children and parents (with subsidized premium borne by the employee).

Your tentative Date of Joining as per the discussions so far is 14-10-2019.

You are requested to confirm online your acceptance of the above offer within two (2) days of the date of receipt of this email. Click Here to do the same, confirm your date of joining, and submit online up-to-date Personal

Resume Form details. This will enable us to roll out a formal offer letter. For any clarifications in this regard, kindly get in touch with the undersigned. If no response is received within 2 days it will be presumed that you are not availing the offer.

Your appointment is subject to the below criteria:

- Our organization does a thorough background and reference verification post your joining basis the mentioned parameters below, the scope is not limited to the same.

- Employment and reference check - Current and Previous - (tenure, manager feedback, salary confirmation etc.)
- PAN and Aadhar Check
- Criminal Record Check
- Education Check, Public & Government Database Checks
- Address Verification

username : phanindra.nadakuditi1996@gmail.com
password : JkmR#8I3hs

Regards,
Sunita Sengupta

17-34

GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT
OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN,DSC
KRISHNA DISTRICT

Lr.No.DSC/106/2/190601107634. Date:26/09/2019

CALL LETTER TO ATTAEND CERTIFICATE VERIFICATION
TO THE POST OF MAHILA POLICE AND WOMEN & CHILD WELFARE ASSISTANT / WARD WOMEN & WEAKER SECTIONS PROTECTION SECRETARY (FEMALE)

(DSC NOTIFICATION No NOTIFICATION NO.: 01/Home/2019, DATED: 26-07-2019)

It is to inform that you are provisionally called for Certificate Verification to the Post of MAHILA POLICE AND WOMEN & CHILD WELFARE ASSISTANT / WARD WOMEN & WEAKER SECTIONS PROTECTION SECRETARY (FEMALE) vide NOTIFICATION NO.: 01/Home/2019, DATED: 26-07-2019 of DSC in DEPARTMENT OF HOME (General Recruitment) in KRISHNA district.

Sri/Smt/Kum GORUMUTCHU PRASANNA LAKSHMI, bearing HT No. 190601107634 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 28/09/2019 in the Office of ANDHRA LOYOLA COLLEGE
54-16-7/6
LOYOLA COLLEGE ROAD
VIJAYAWADA - 520008
KRISHNA DISTRICT
ANDHRA PRADESH,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.

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KALYAHNNCREDITSOCIETY
REG. NO. : AMC/KNA/DCO/2019/264
REG. OFFICE : ANDHRA PRADESH, ZILLA COURT CENTRE, MANCHALIPATNAM, KRISHNA DISTRICT
WEBSITE : kalyahnncreditsociety EMAIL : kalyahnncreditsociety@gmail.com Contact : 9859496666

LETTER OF INTENT

DATE:09/07/2020

To,

Dear Mr./Mrs. IMRAN ALI,

Congratulation!

This has reference to your application and the subsequent discussions you had with us. We are pleased to offer you employment in the position of with KALYAHNNCREDITSOCIETY
You are required to join on or before at 10.00 am sharp, failing to which the offer shall stand cancelled.
As , you will be entitled to a monthly starting remuneration of Rs.15000.00/- which indicates cost of company.
You will be on a probation period of 6th months. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at KALYAHNNCREDITSOCIETY. is dependent on your successful completion of the probationary period. Your remuneration will be reviewed after a period of every 12th months In the case of leaving the company your notice period would be of one month.

You will be liable to conform to the organization's policies and procedures, rules & regulations, discipline and general work practice which are subject to change from time to time.

You signing this appointment letter confirm your acceptance of the terms and conditions. We take this opportunity extend you a warm welcome to KALYAHNNCREDITSOCIETY And wish you all the best in your new assignment.

Your sincerely

For and on behalf of KALYAHNNCREDITSOCIETY

Human Resources

Email: kalyahnncreditsociety@gmail.com

I hereby accept the offer of employment with your company.

(Acceptance Signature)

17-37

BNY MELLON

BNY Mellon International Operations (India) Private Limited
CIN: U72900PN2004FTC022163

SEZ Unit: Block 3, Floor 6, DLF IT Park, Nandambakkam Post, Ramapuram, Mount-Poonamallee Road, Chennai - 600 089, India

Registered office:
Level 1, Tower S3, Cybercity, Magarpatta City, Hadapsar, Pune - 411 013, India

T +91 20 3044 3000
F +91 20 3044 3001

January 28, 2020

Madhuri J
8-372/3, Thotapalyam
Chittoor - 517301

Dear Madhuri,

Offer of employment by BNY Mellon International Operations (India) Private Limited (SEZ unit) ("the Company")

1. **Commencement Date**
Your employment will commence on **February 3, 2020 ("Commencement Date")**.

These terms and conditions of employment create contractual obligations between you and the Company.

2. **Job Title**
You will be employed by the Company as **Representative, Investor Srvcs Ops**, or in such other position as the Company may determine and notify to you from time to time. Your job level will be **E**. In this role you will report to **Lead Manager**. The Company reserves the right to change the person you will report to, or your reporting lines generally, at any time during your employment.

In addition to your assigned global functional job title, your India business card title is **"Process Associate"**. The India business card title can be used on your signatures and business cards.

3. **Place of Work**
Your place of work will be the Company's premises at **Block 3, Floor 6, DLF IT Park, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Chennai 600089**. The Company may, at its sole discretion, second, depute, assign and/or transfer you to work in any other locations in India or overseas or to any Affiliates of the Company or to any third parties, whether existing as at the date of this Contract or established subsequently. **"Affiliate"** means any entity directly or indirectly controlled by, controlling or under common control with the Company and includes all companies and entities with the BNY Mellon group. In such case, you shall be bound by the policy, service conditions of such other office or Affiliate.

You may also be required to travel to other parts of the country and travel overseas, as may be necessary or required for the proper discharge of your duties.

J. Madhuri

12-44

Vedantu
YOUR PERSONAL TEACHER ONLINE

17 August 2019

Dear **K Sowmya Bhargavi,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Executive"** in our **Sales & Marketing Team.** I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Hyderabad & Your Fixed Remuneration would be INR 400000 (Four Lakhs Only) per annum as per Annexure A. In addition, you would be eligible for INR 3,00,000 (Rupees Three Lakhs Only) per annum as variable pay basis your performance.**

You would be on a Training period of 6 Months from the actual Date-of-Joining and *would be eligible for a Traineeship Fees after completion of 3 Weeks of Training*, of INR 25,000 (Rupees Twenty Five Thousand only) less TDS as per Income Tax Rule.

You will be eligible for Travelling reimbursement of Rs. 12,000/- (Rupees Twelve Thousand only) (to and from your hometown to Bangalore) on actuals as per bills submitted, subject to completion of initial 3 weeks of training as mentioned below.

Delhi/Noida/NCR/Lucknow/Indore/Mumbai/Pune/Kolkata/Guwahati/Patna: Air Travel on Low cost carriers
Other Cities: Volvo Bus/Train-3A/Train-2A

Company will provide accommodation (without food) during the training period of first 3 weeks.

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Navayuga Infotech Pvt. Ltd.

CMMI Level 5 Company

NAVAYUGA

NIT/HR/2020/216

Oct 22, 2020

LETTER OF OFFER

DEAR MR. BOMMASANI VENKATA SAGAR

Congratulations!!!

On behalf of NAVAYUGA INFOTECH, we take pleasure in informing you of your selection. You are required to join us on or before **November 2nd, 2020**.

You would initially undergo a training for a minimum duration of **6 months** and your Retainership fees during this period would be **Rs.10,000/-** per month. Upon successful completion of your training, you would be absorbed onto the rolls of the company as an **Associate Software Engineer** and your minimum annual compensation package would be **Rs.2,00,000/- (Rupees Two Lakhs Only)** as **Cost to Company** covering all benefits extended by the company, thereon.

This offer is subject to your successful completion of your graduate program. You would be required to sign trainee agreement for the duration of the training period and employment agreement for three (3) years thereafter. Your detailed appointment letter will be issued to you on the day of your joining subject to you submitting all the documents listed in **APPENDIX 'A'**.

One copy of the LETTER OF OFFER' (issued to you in duplicate), may please be returned to the HR Department.

Finally, on behalf of the Management, it gives me great pleasure to extend to you a warm welcome into the NAVAYUGA FAMILY, and we look forward to a mutually beneficial and enduring working relationship.

With best regards,
For Navayuga Infotech Pvt Ltd

N Gautam

Gautam Nimmagadda
Chief Executive Officer

Declaration

I have read and understood the above offer and hereby accept the same.

Signature of the Candidate: ----------
DATED_____

8-2-293/82/A/379 & 379/A, 1st Floor, Plot No. 379, Road No. 10, Jubilee Hills, Hyderabad - 500 033, INDIA
Tel: +91 40 4612 4444 Fax: +91 40 4612 4400
E-mail: info@navayugainfotech.com www.navayugainfotech.com

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State Street HCL Services

Statestreet HCL Services
(India) Private Limited

CIN : U72900DL2012FTC229698

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, Yerwada, Pune – 411 006, India.

Registered Office : 868, Siddharth, 96, Nehru Place, New Delhi – 110 019, India.

Date: July 22, 2019

Private & Confidential

Sai Bala

D/o k. Nageswarara Rao
Mandavalli, Krishna (dt),
Vijayawada,
Andhra Pradesh,
India - 5212345

Document ID - e28ebd4c-eb14-40b8-8ce9-6c477987cc32

Dear Sai,

- 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 August 1, 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 EMPLOYEE:

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Cognizant

Ref No: 13623058

30-Jul-2019

Aparna Pulavarthi

Dear Aparna,

In continuation to our discussions, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited.**

You are entitled to an Annual Gross Compensation (AGC) of **Rs.180,000.** The other details about your compensation is presented in **Annexure A.** We would like to inform you that Cognizant has considered 0 months of your experience as relevant, which would be updated in our records. Your place of posting will be **Hyderabad.**

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B.** You will also be governed by the 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.

We request you to join us on or before **12-Aug-2019.**

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
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- 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 your joining us. Should you have any further questions or clarifications, please feel free to contact us.

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:**

17-54

KOYYALAGUDEM (AP)

Ref: 025-CDR/01966/19

Mr. MEESALA RAMESH(MF44515)

D:NO.5-149/A, ANDHRA BANK STREET

KOYYALAGUDEM

WEST GODAVARI

534311

Sub: LETTER OF APPOINTMENT

With reference to your application dated **16/06/2019**, and subsequent interview you had with us, we are plea appoint you in our organization as **JUNIOR RELATIONSHIP EXECUTIVE** with effect from **20/06/2019** on the following t and conditions:

1. You will be on probation for a period of twelve months from date of joining. The Management may at its sole absolute discretion decide to extend your probation for such period/s as it deems fit and proper. You shall not b deemed to be confirmed in the service of the company after completion of the probationary period of twelve months extended probationary period/s unless you are specifically informed in writing to that effect. If your performance or co not satisfactory or any adverse reports received regarding your antecedents, your service will be terminated at any tim the period of probation or extended period of probation without any notice or payment lieu of notice. The company management will be the sole judge as to the question of your work and /or performance being satisfactory or not to whether you are suitable to the organization or not and the decision of the company management shall be binding

2. You will be paid salary of Rs.**12,750.00 (Rupees Twelve Thousand Seven Hundred Fifty Only)** per month during you of probation including all allowances. You will be eligible for Contributory Provident Fund, ESI, etc as per the rules of t Company.

3. If you are confirmed in the service of the company your age of retirement will be 55 years and your date of birth det will be as per your declaration in the employment application based on the proof of age furnished by you. The Mana may at its sole and absolute discretion to re - employ you on such terms and conditions and for such duration as be decided by the company.

4. After you are confirmed, your service with the company may be terminated with one month notice in writing from side or salary in lieu of notice. However in case of misconduct or indiscipline on your part the company reserves the terminate your service without any notice or salary in lieu of notice.

5. If you desire to withdraw your placement before one year of service, you shall full fill the terms and conditions menti the letter of undertaking given by you. If it is after one year, you shall give one month notice or one month salary in li such notice to the organization of your intention to do so.

6. At the time of your joining or at any time during your employment in the organization the Management shall have the require you to subject yourself for medical examination at the organisation's cost by any Registered Medical Practition choice of the organization. If on such examination you are found to be medically unfit then your appointment sha automatically forfeited if such detection is made prior to your confirmation and if it is after your confirmation, your ser then be terminated by giving you one month notice or salary in lieu of notice.

7. During your employment with the organization you shall be subject to such rules and regulations as are made organization from time to time at its discretion, whether they are individually notified to you or not. In the interest organisation, you agree that, you will not be taking up any other a ssignments with any of the competitive firms company (viz. other non - banking finance companies or scheduled banks doing gold loan business) within 2 years

Reliance SMSL Limited

17-56

Ref No. HR/JUL/19/K2/50954098/1000803134 **Date: 23.07.2019**

Mohammad Inthyaz
5-213,E S I STREET, GANGURU,PENAMALURU
Andhra Pradesh,India
521139

Offer-cum-Appointment Letter

Dear Mohammad,

This is with reference to your application and subsequent Test and Interviews you had with us.
We are pleased to offer you an appointment as **Sales Associate** in the employment of the company subject to your joining on or before **22.07.2019**. The offer shall automatically lapse if you do not join. This appointment is subject to you being found medically fit at the time of joining and continued fitness during the period of employment.
Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as **Sales Associate** in Grade **K2** and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.
You will receive an Annual Gross Compensation (including Basic and allowances) of **Rs. 126000/- per annum** as below:

	Rs. per month
Basic	6500
HRA	4000
Conveyance Allowance	
Monthly Gross	10500
Annual Gross	126000

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.
Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.
The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.
Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.
Please note the documents to be submitted on your date of joining as part of joining compliance.
We wish you a long successful association with us.

Yours faithfully,
For **Reliance SMSL Limited**

Authorised Signatory

Signature of the Employee:
Encl: Terms and Conditions of Employment - **Annexure** - I

17-53

HDB FINANCIAL SERVICES

HDB Financial Services Limited
2nd Floor, Wilson House,
Old Nagardas Road,
Near Amboli Subway,
Andheri East, Mumbai - 400069
Tel. : 022 - 7945 5000
Email : hdb.hrcompliance@hdbfs.com
Web : www.hdbfs.com
CIN - U65993GJ2007PLC051028

March 5, 2020

Ref:HDBFS/19-20/HRJC153993/Appt/M34104

Mr.Mathi Vasu ,
House No-1-107,
Ullipalem ,
Ramalayam Street,
Pothepalli Panchayat,Near Ramalayam,
Machilipatnam-521002

Dear Mr.Mathi Vasu ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

a) Your duties and responsibilities will be explained to you on your joining the Company.

b) Your initial place of posting will be at MACHILIPATNAM. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.

c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.

d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

HDB FINANCIAL SERVICES

m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.

n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.

o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.

p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.

q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.

r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.

s) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.

t) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.

u) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

Annexure A

HDB FINANCIAL SERVICES	Compensation Breakup	
Name	MR.MATHI VASU	
Role	Sales Executive	
Grade	G7	
Location	Machilipatnam	
Annual Compensation Break up		**HDBFS Monthly**
Basic	96,756	8,063
HRA	38,700	3,225
Conveyance Allowance	19,344	1,612
Provident Fund (Employer's contribution)	13,932	1,161
Gross Salary (A)	1,68,732	14,061
ESIC (Employer's contribution)----(B)	5,031	419
Gratuity---------- (C)	4,654	388
Total Fixed Compensation (D=A+B+C)	1,78,417	14,868

Note:

This Offer is subject to positive reference checks & CIBIL report check. Your acceptance of the offer will be considered as consent for accessing your CIBIL report.

Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively

You will be entitled to Performance Incentive Plan as per Company Policy

Gratuity is as per "The Payment of Gratuity Act".

You will be covered under Group Personal Accident Insurance as per policy of the Organization

SPECIAL NOTE

PAN & AADHAAR are mandatory and have to be provided at the time of joining the Organization for payment of salary. Please apply IMMEDIATELY for PAN/AADHAAR number if you do not have the same.

I accept the terms and conditions as mentioned in the Appointment letter.

My tentative date of Joining will be _____

Mr.Mathi Vasu

Date

Ref:HDBFS/19-20/HR/C153993/Appt/M34104

Appointment Letter

Dear MULAKALAPALLI SREELAKSHMI, **Date: 05 Feb 2020**

Alchemy Employee ID - **ALS/9982**

Congratulations,

We are pleased to offer you an appointment with Alchemy Techsol India Pvt. LTD as **ACCOUNT PAYABLE SPECIALIST.** This letter confirms terms and conditions with respect to your planned employment with Alchemy Techsol India Pvt. LTD.

1. Your salary shall be **INR 12,000/-PM**; It is further understood and agreed that in case, due to change in any legal enactments or other legal requirements, the company is required to contribute any sum by way of statutory payments (eg.PF.etc.) the salary as stated above will be recomputed so that cost to the company will remain same as agreed above.

2. Your anticipated start date will be the **04 Feb 2020** in case you do not join duty by the above mentioned said date, this offer of appointment will stand cancelled and withdrawn. Your appointment stands effective from the day you join duty. The terms and provisions of these policies and procedures are subject to change from time to time. Whenever such changes occur, suitable notification will be issued. As an employee, you are required to update yourself of such changes.

3. You will be or may become eligible for other benefit plans as adopted by the company from time to time. The terms of those plans shall be determined by the company or thereafter amended and shall be governed by the terms applicable plans or award agreement plans or award provided to you at the time of issuance.

4. The company reserves the right to change or modify the manner, composition or mode of delivering compensation in its full discretion.

5. You shall comply with the leave, attendance and related policies as specified in the employee manual of the company.

6. You will be entitled to all leaves per annum to be taken as per employee manual of the company

7. You will be placed on probation for a period of **9 months** and the said period can be extended. On the expiry of the period of probation or extended period of probation, if you are not confirmed in writing, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing, you shall not be deemed to be permanent.

8. During probation and post confirmation, the notice period of resignation will be **2 months**, determined and extended based on the process dependency. Alchemy Techsol India Pvt. LTD would consider the Notice Period required to be served strictly and the employee is obligated to serve only the Notice Period as required by Alchemy.

(ii) Theft, dishonesty
(iii) Harassment of a colleague or customer
(iv) Repeated and serious failure to follow a reasonable instruction, poor performance
(v) Deliberate destruction of any property belonging to Alchemy
(vi) Actions that seriously damage Alchemy's reputation

18. **Obligations of Employee on Termination:**
Upon the termination of this agreement for whatever reason, or at any other time if so requested by Alchemy, the Employee shall immediately return to Alchemy all information, material or property (including but not limited to computer disks, printouts, manuals, reports, letters, memos, plans, diagrams, security cards, keys, and laptop computers) either belonging to or the responsibility of Alchemy and all copies of that material, which are in the Employee's possession or under their control.

19. You will keep Alchemy Techsol India Pvt. LTD informed of any change in your residential address that may happen during the course of the employment of your service with Alchemy Techsol India Pvt. LTD.

20. All documents, plans, drawings, prints, trade secrets, technical information, reports, statements, correspondence etc, written or unwritten and also information and instructions that pass through you or come to your knowledge shall be treated as confidential. You shall not utilize them for your own use or disclose to other persons during or after your employment.

21. During the course or employment with Alchemy Techsol India Pvt. LTD you will acquire, gain, gather and develop knowledge of and be given access to the business information about products activities, know how, methods or refinements and business plans and business secrets and other information concerning the products/business or Alchemy Techsol India Pvt. LTD, hereinafter called the "SECRETS". You will be liable for prosecution for damages for divulgence, sharing or parting any of such information during course of employment and on cessation for at least 2 years period.

22. During or on cessation of employment with Alchemy Techsol India Pvt. LTD I hereby affirm that the following items are things that I have learnt/had access to in due course or discharging my duties in Alchemy Techsol India Pvt. LTD. I solemnly affirm that I will not use for my own purpose or disclose or assist with the following information to any other person.

a. Knowledge of Alchemy Techsol India Pvt. LTD suppliers & contact points in countries across the globe
b. Alchemy Techsol India Pvt. LTD process or servicing customers
c. Alchemy Techsol India Pvt. LTD Mark-up strategies
d. Any information that you have had access to including but not limited to financial statements, debit and / or credit, banking information, passwords, access control codes, etc.

23. You shall carry out the job offered and such other jobs connected with or incidental to which is necessary for business of Alchemy Techsol India Pvt. LTD. You shall do any other work assigned to you, which you are capable of doing or work at any other post which has been temporarily assigned to you.

32. We believe that you are capable of making an outstanding contribution and we can offer you a challenging and rewarding career at Alchemy Techsol India Pvt. LTD. Hope that this will be the beginning of a long and successful; career with us.

33. We understand that you have participated in the Alchemy Induction Program and received a copy of the Employee Hand Book, by accepting this Appointment Letter you commit to abide by all terms & conditions of employment, you understand and ensure that all policies and processes of Alchemy / Deputed client would be adhered to during your employment with us.

Yours faithfully,

ALCHEMY TECHSOL INDIA PVT. LTD. Bangalore

Authorized Signatory

Joseph Rudolph Lobow
(Global Chief Human Resources Officer)

Accepted

(Employee Signature)

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UNWIND Learning Labs

In22 labs

In22labs
A Unit of Unwind Learning Labs Pvt Ltd
www.in22labs.com

To,
Mr. P.K.V.Sai kumar

Ref:in22/HR/RP/BD/0042/2018
26-Oct-2018

Gudlavalleru engineering college,

Vijayawada.

SUB: Offer Letter

Dear Mr. P.K.V.Sai kumar,

Thank you for the keen interest you have shown in joining our organization. With reference to the Interview and the discussions you had with us recently, we are pleased to extend our offer letter. Please accept our heartiest congratulations and warm welcome to Unwind family.

Your designation will be Business Consultant.

The terms and conditions of the offer letter will be:

1. Your Annual Compensation will be Rs.4 Lacs Per Annum as CTC +Incentives
2. The probation period will be three (3 months) from the date of joining.
3. The roles and responsibilities will be detailed in the Appointment letter
4. You are required to submit all your documents of
   a. Passport/Driving License(Address proof with photograph)
   b. Pan card
   c. Existing PF details- if any
   d. Two Passport size photographs
   e. Attested Copies of School, Degree, Post-Graduation certificates
   f. Copies of Previous work experience certificates- if any

For any queries, Please contact Ms.Pavithra - hr@in22labs.com

Sincerely

P.K.V. Sai Kumar

Unwind Learning Labs

Pavithra

Manager -HRD

TN Office : #NO.8/25, Kambar Street, Alandur, Chennai , India - 600 016
AP Office : #B2, Harsha paradise, Tadepalli, Amaravathi, India - 522 501
www.unwindlabs.com | hr@in22labs.com | 044 43593755, +91 90430 70080

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ICE

April, 9 2020

Peteti Sree Rekha Naidu

Hyderabad, India

Offer of Appointment

Dear Peteti Sree Rekha Naidu,

We are pleased to offer you an appointment in our organization and the details are:

Grade & Designation: IC4 (E), Data Researcher I

Place of Work: Hyderabad, India

Date of Joining & Reporting Time: To be confirmed

Your annual fixed salary will be **INR 360000**. Your annual performance bonus target is 4% of your annual fixed. Please refer Annexure I for further details.

If your role requires you to work in shifts, you will be getting additional allowance based on the shift requirements.

You will be on probation for a period of six months.

You are requested to join us on "**to be confirmed**" and confirm your acceptance on or before ***Monday, 13 April 2020***. This offer will automatically lapse and stand withdrawn, in case of non-acceptance within the said period.

Look forward to your acceptance and a fruitful career with ICE.

Welcome to ICE Data Services India Pvt. Ltd

Yours sincerely,

For **Intercontinental Exchange Data Services India Private Limited**

Douglas A. Foley
SVP, HR & Administration

Sree Rekha
10/4/20

ICE Data Services India Private Limited
9th floor, SKYVIEW 10, THESKYVIEW
Survey No. 83/1, Raidurg (Panmaktha)
Serilingampally Mandal, Hyderabad 500081

CIN [illegible]
Registered Office: [illegible]
[illegible]

PNR Software Solutions
TECHNOLOGY STAFFING & CONSULTING

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PNR/HR/O/19-20/002

Offer Letter of **Ramanadam Rajesh**

Date: **12.07.2019**

Dear **Rajesh,**

Congratulations upon your selection and choosing PNR Software Solutions Private Limited as your career choice.

Welcome to the PNR family. We are pleased to extend an offer to you in our company with effect from **12.07.2019** as:

Designation: Accounts Executive

Your Work location would be **Hyderabad**.

A new assignment, office, culture and colleagues, await you so that we can achieve the company's vision of building a global IT consulting organization of first choice.

Work life at PNR Software is all about exciting new challenges and innovation embedded into the fabric of every deliverable for mutual growth. It's needless to mention that fun is an integral part of the work culture.

We invite you to be a part of the journey to make it even a better place!

The following are the terms and conditions of the offer:-

Your Total Target Compensation will be INR 1,44,000/- (One Lakh Forty Four Thousand Rupees Only) Per Annum. The Annual salary break-up is presented in **Annexure A** along with other benefits applicable to you. In addition, you will be eligible for **Gratuity** as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at PNR only upon submitting your valid testimonials and related joining formalities.

You shall be governed by the terms and conditions of service during your employment with PNR Software Solutions as per existing HR policies and those that may be amended from time to time.

As a token of your acceptance of the above terms and conditions of the offer, please sign the duplicate copy of this letter and indicate the date on which you can begin your employment with us.

We would look forward to your joining us for an exciting journey ahead.

Yours sincerely,
For PNR Software Solutions Pvt Ltd.

For PNR Software Solutions Pvt. Ltd.

Kishore Kumar
Human Resource

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NSPIRA MANAGEMENT SERVICES PVT. LTD.

Payslip for the Month of March - 2020

(Amounts in INR)

Name	: TATTUKOLLA VAMSIKRISHNA.	Emp No.	: 5906-00621
Department	: KITCHEN	Bank A/c No.	: 919010039132325
Designation	: STORE I/C	PF UAN No.	: 101485167873
DOJ	: 05/07/2019	ESI No.	: 6208807049
CTC	: 14,553.10	PAN	:
W.Days CTC	: 14,553.00		

Total Number of Days : 31.00 Paid Number of Days : 31.00

Earnings		Deductions	
Basic	5,897.00	Professional Tax	0.00
DA	655.00	Employee PF	944.00
HRA	5,242.00	Employee ESI	98.00
Other Allowance / Bonus	1,311.00	Income Tax	0.00
Earned Employer PF	1,022.00	Salary Advance	0.00
Earned Employer ESI	426.00	Phone	0.00
		GMC	0.00
		Food Coupons	0.00
		Misc.Amount	469.00
		Employer PF	1,022.00
		Employer ESI	426.00
	14,553.00		2,959.00
		Reimbursement	0.00
NetPay	Rs. Eleven Thousand Five Hundred Ninety-Four only		11,594.00

Generated on : 07/04/2020

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KARVY FINTECH

Ref No. 246152

Private &Confidential

Date: 14 September 2019

Ms. Veeranki Pallavi,
7-124, Thotlavailuru,
7th Block
Krishna
Andhra Pradesh - 521163

Dear Veeranki Pallavi,

Subject : Offer Cum Appointment Letter

In furtherance to your application, mutual discussions and based on the credentials submitted by you, we are pleased to offer you the position of **Trainee** in Grade **S0 (Trainee)** with our company, Karvy Fintech Private Limited. Your appointment shall be subject to your acceptance of the terms and conditions mentioned herein below:

1. Date of joining, posting & location

1.1. You shall join the company on **16 September 2019** at **Hyderabad.**

1.2. The position is transferable to anywhere in India or abroad within same department or any other department of the company or its associate concerns,without affecting your remuneration and benefits in terms of this letter. Any posting with respect to outside India shall be governed as per the local laws of such country on case to case basis.

2. Compensation

2.1. You shall be entitled to an Annual Gross Fixed Compensation of **INR 1,70,000/- (Rupees One Lakhs Seventy Thousand only).** The detailed break-up of your compensation structure is given in the **Annexure - I** to this letter.

2.2. The payment of your compensation shall be governed by and subject to the Human Resource Policies of the Company as may be modified from time to time.

2.3. The revision of pay scale including allowances (as applicable) shall be fixed at the discretion of the Company.

3. Probation Period

3.1. You shall be on probation for a period of 6(six) months from the date of your joining, which may be extended for such further period as may be fit and deemed necessary by the Management.

3.2. You shall receive a written communication upon satisfactory completion of your probation period.

4. Notice period

4.1. The company may terminate your services without assigning any reason by giving 60 (Sixty) days'prior notice or payment of Gross Monthly Salary in lieu of the notice period.

4.2. In the event you wish to resign from the services of the Company, you shall serve a prior notice period for 60 (Sixty) days. Depending upon business requirement and other factors, the management may, at its discretion, agree to relieve you earlier, in the event of which you shall pay gross monthly salary in lieu of the notice period short fall.

5. Working hours

5.1. You shall work for 48 (forty eight) hours per week excluding break period for lunch, snacks and recreational activities in terms of the Statutory provisions.

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Reliance SMSL Limited

Ref No. HR/JUN/19/K2/50954169/1000789069

Venu Kirankumar

Date: 05.06.2019

Offer-cum-Appointment Letter

Dear Venu,

This is with reference to your application and subsequent Test and Interviews you had with us.
We are pleased to offer you an appointment as Sales Associate in the employment of the company subject to your joining on or before 10.06.2019. The offer shall automatically lapse if you do not join. This appointment is subject to you being found medically fit at the time of joining and continued fitness during the period of employment.
Reliance SMSL Limited is engaged in the business of providing outsourced human resource services to their clients. Accordingly, you are assigned to our client to work as Sales Associate in Grade K2 and shall perform duties that are assigned to you in connection with the Clients' business at their premises as may be advised from time to time.
You will receive an Annual Gross Compensation (including Basic and allowances) of Rs. 126000/- per annum as below:

	Rs. per month
Basic	6500
HRA	4000
Conveyance Allowance	
Monthly Gross	10500
Annual Gross	126000

You will be covered by applicable statutory benefits such as PF, ESI and Bonus etc. The compensation is subject to prevailing tax and other laws, policies, rules and guidelines. You are expected to keep your compensation strictly confidential.
Your appointment and subsequent continuation of employment with the Company is strictly based on your consistent delivery on the agreed performance parameters and compliance with the values and guidelines of the organization. The tenure of your employment shall be subject to the requirement of the services provided by us to our client and shall also be subject to the requirement of deputation or completion of the project with the client.
The terms and conditions in this letter and the annexures thereto will form terms of appointment upon your joining.
Please sign and return a copy of this letter as a token of your acceptance of the terms and conditions of employment and return the same to HR at the earliest.
Please note the documents to be submitted on your date of joining as part of joining compliance.
We wish you a long successful association with us.

Yours faithfully,
For Reliance SMSL Limited

Offer : BUSINESS PROCESS SERVICES

Ref : TCSL/1997761/Pune/BPS/BOPL
Date : 24-Nov-2022

Mr. Nagulla Basava Veera Mohan
D.No 1-81, Ramanapudi(V)
Gudivada, Andhra Pradesh, India

Dear Mr. Nagulla Basava Veera Mohan,

Sub: Letter of Offer and Terms of Employment

We thank you for exploring career opportunities with **Tata Consultancy Services Ltd.(TCSL).** You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

We are suitably impressed with your credentials and feel that your working with us will be mutually beneficial and rewarding. **We are pleased to inform you that you have been selected for the position of Business Process Lead in Grade BPO3 and your present posting will be at Chennai. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 7,20,010/- per annum. Annexure 1 provides a break-up of the compensation package.**

Kindly confirm your acceptance of this offer by proposing your date of joining and signing Annexure 2.

Your failure to accept the offer of the company within 7 days may lead to a presumption that you are not interested in working in the company and the offer will stand revoked automatically at the sole discretion of the company.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by the company. Joining formalities include a submission of a PAN Card and non-submission of the same will delay your joining duty. The offer of employment is also subject to the individual being eligible and legally permissible to work such as having a valid work permit or not being disqualified from being appointed by any law.

If the requirements of the joining formalities including submission of PAN Card are not complied with by you within 30 days of your date of joining, this offer of employment would stand revoke at the sole discretion of the company. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Sahyadri Park, Plot No. 2 3, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057
Tel: 91 20 6794 0000 Fax: 91 20 6794 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

COMPENSATION AND BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary:

Your Basic Salary will be **Rs. 15,000/-** per month.

Bouquet of Benefits (BoB)

Bouquet of Benefits (BoB) offers you the flexibility to design 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 are as per pre-defined structure. However, you may want to split the Bouquet of Benefits amount between the components as per your tax plan. To design your Bouquet of Benefits, you may access the link for BoB in the "Global Employee Self Service" (GESS) on "Ultimatix", the internal portal of TCS.

Taxation will be governed by the Income Tax rules. The Company will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance

Your HRA will be **Rs. 7,500/-** 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 8.33% of 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 3 days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be set up to a maximum of **Rs. 3,000/-** per month for tax exemption. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.

4. Personal Allowance

You will be eligible for a monthly personal allowance of **Rs. 22,321/-** per month. This component is subject to review and may change as per the company's compensation policy.

Night Shift Allowance

TCSL has agreed to provide its clients 24 X 7 production support environment. Shift working is therefore an incident and condition of service. Failure, refusal or inability to work in the night shift without reasonable cause may lead to severance of employment.

Employee assigned to night shifts on client request in the BPO department, would be eligible for a Night Shift Allowance of **Rs. 250/-** per shift. In order to avail this allowance the associate must work between 11.30p.m. and 6.30 a.m. IST excluding break. All approved claims will be paid post tax deduction along with monthly salary.

Performance Pay

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Sahyadri Park, Plot No. 2 3, RGIP Phase III, Hinjewadi - Maan, Pune - 411 057
Tel: 91 20 6703 0000 Fax: 91 20 6734 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

Your performance pay compensation will comprise of 2 parts as indicated below.

Monthly Performance Pay

You will receive a monthly performance pay of **Rs. 4,400/-**. 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.

Monthly performance pay is also linked to your allocation status and will undergo a change in case you are unallocated for a period of one month or more.

Performance Bonus

Your Performance Bonus will be Rs. 3,300 /- 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.
Performance Bonus 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 Performance Bonus.
This Pay / Allowance shall be treated as productivity bonus in lieu of statutory profit bonus. The company reserves the right to review or discontinue any/all provision(s) of Performance pay in case of movement into / out of a process in which it applies.

CITY ALLOWANCE

You will be eligible for a City Allowance of **Rs. 550/-** per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan. You will be eligible for Domiciliary and Hospitalization covers as per the default plan applicable. These benefits are extended on payment of applicable premium as per the scheme.
You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax.

a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.
b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.
c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the default plan applicable.

i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to 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.

ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document.

2. Maternity Benefits:

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 to TCS India Policy- Maternity Leave.

3. Compensation Benefits under ESI Act / Employees' Compensation Act*:

If you are covered under Employees State Insurance Act (ESI Act), 1948 you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the benefits under the Company's Afterlife Benefit Policy / Personal accident insurance scheme, whichever is applicable. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

* Inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESIC Act.

4. Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

5. Tata Sons & Consultancy Services Employees' Welfare Trust (TWT):

You will become a member of the TWT, on completion of continuous service of one year from the date of joining TCSL and a nominal annual membership fee of **Rs. 250/-** will be borne by you. 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

SOCIAL SECURITY / RETIRALS BENEFITS

1. 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 towards Provident Fund, as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer or your PF and/or Pension account number with previous employer on the Declaration Form (Form 9) at the time of joining TCSL so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

2. Employees' Pension Scheme:

Your enrolment under the Employees' Pension Scheme will based on the details you provide under the Declaration Form (Form 9) at the time of joining TCSL.

3. Gratuity:

You will be eligible to gratuity in accordance with the rules applicable.

The company will consider the number of years of service completed for the purpose of calculation of gratuity.

TERMS OF EMPLOYMENT

1. Relevant Experience:

Of your total experience, **3.67** years are considered to be relevant to the company's business.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Sahyadri Park, Plot No. 2.3, RGIP Phase III, Hinjawadi - Maan, Pune - 411 057
Tel: 91 20 6734 0000 Fax: 91 20 6734 0122 E-mail: tcs.pune@tcs.com, Website: http://www.tcs.com
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021
Corporate Identification No. (CIN): L22210MH1995PLC084781

TATA

2. Probation Period:

You will be on probation for 3 Months.

If your services are found to be satisfactory during the period of probation, your confirmation will be communicated to you in writing upon successful completion of your probation period.

3. Working Hours:

You may be required to work in shifts and/or in extended working hours, as permitted by law.

4. Transport:

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

5. Leave :

You will be eligible for leave as per the Company's Leave Policy.

6. Mobility :

The Company reserves the right to transfer/utilise your services at its sole discretion at any of its offices, work sites, or associate or affiliate companies, firms in India or outside India which are currently in existence or which may likely to come into existence anywhere in India or abroad, on the terms and conditions as applicable to you at the time of transfer. In case you refuse to join duty at the transferred location within stipulated period, your services are liable to be terminated. This is without prejudice to the company's right to take disciplinary action under the Industrial Employment Standing Orders Act, 1946.

7. Increments and Promotions:

Your merit, performance and contribution to the company will be the primary considerations for annual salary increments and your potential to perform and availability of suitable positions will be considered for promotions. Salary increments and promotions will not be direct and will be based on the company's Compensation and Promotion policy. Increments shall depend on several factors like company's performance, your individual performance, track record and contribution to the company, attendance, behavior and conduct during the period under review as per the Company's policy as may be applicable from time to time.

BPO Z associates will be eligible for promotion and career progression subject to successful completion of graduation as per BPS Policy.

8. Alternate Employment:

As a whole-time associate of TCSL, you are not permitted to undertake any other employment, business, assume any public office or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality, Data and Intellectual Property Protection :

As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of TCSL and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2.

10. 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

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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.

11. International Deputation Agreement:

You are required to sign the International Assignment Agreement, which requires you to serve TCSL for a minimum of 90 days, on completion of every overseas deputation that exceeds 30 days. International Assignment Agreement is a one-time agreement, applicable for the entire tenure of employment with the company.

This is to ensure that the knowledge and information gained by you during your deputation is shared and available to the company and its employees in India. This transfer of knowledge and information is essential for the company 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 the company for a minimum period of 90 days on completion of each such training.

12. 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 employee of TCSL.

13. Retirement:

You will retire from the services of the Company on completion of 60 years of age as per the proof of age submitted by you at the time of joining. .

14. Medical Tests:

You are required to undergo a pre-employment medical check-up and obtain a fitness certificate from the company`s doctor. This is a pre-condition for employment. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute`s photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of employment. . The opinion of the doctor appointed by the company shall be final and binding on both parties. The company also reserves the right to get yourself examined by a doctor at any time during your employment to ascertain your medical fitness. Your failure, refusal or inability to appear for such medical examination will result in the determination of your employment contract without any notice or notice pay in lieu of notice.

Your services are liable to be terminated / determined on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

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.

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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. Background Check:

Your employment will be subject to a background check in line with the company'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.

The offer of employment is subject to the condition that the person concerned has not been guilty or convicted for any criminal offence in the past.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of service without notice.

17. Submission of Documents:

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
- Birth Certificate / Proof of Age
- Experience certificate from your previous employer(s) indicating the following :
  i. Period of employment
  ii. Technology areas you worked on
  iii. Certificates for any training provided by your previous employers in various technologies
- Release letter from your current employer indicating the date of release
- Passport
- 6 photographs - passport size
- A photocopy of your Permanent Account Number (PAN) Card
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you

Your original documents will be returned to you after verification

18. Letter of Appointment:

You will be issued a letter of appointment at the time of your joining and completing joining formalities as per the company's policy.

19. Processing of Personal Data

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.

It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

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.

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For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
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.

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.

20. 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.

21. 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 TCSL.

22. Rules and Regulations of the Company:

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of the company as applicable to you and the changes therein from time to time.

23. 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 TCS in withdrawing this offer letter at its sole discretion.

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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 the 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 sole discretion of TCSL

We look forward to having you in our global team.

Yours Sincerely,

For **Tata Consultancy Services Ltd.**.

Girish Nandimath
Global Head Talent Acquisition & AIP

Encl: Annexure 1: Benefits Gross Salary Sheet
Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Mr. Nagulla Basava Veera Mohan**		
Designation	**Business Process Lead**		
Grade	**BPO3**	**Relevant Experience (In Years)**	**3.67**

Table 1: Compensation Details: (All Components are in Rs)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet of Benefits #	33,571	4,02,852
2) Performance Pay		
Monthly Performance Pay	4,400	52,800
Performance Bonus	3,300	39,600
3) City Allowance	550	6,600
4) Annual Components/Retirals		
Health Insurance	NA	7,900
Provident Fund (at 12% of Basic Salary)	1,800	21,600
Gratuity Fund (at 4.81% of Basic Salary)	722	8,658
Total of Annual Components & Retirals	**2,522**	**38,158**
TOTAL GROSS	**59,343**	**7,20,010**

Refer to Table 2 for TCSL defined Structure

Table 2:TCSL defined structure for BoB (All Components in Rs)

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Allowance	1,250	15,000
Food Card	2,500	30,000
Personal Allowance	22,321	2,67,852
GROSS BOUQUET OF BENEFITS	**33,571**	**4,02,852**

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Confidentiality, *Data and Intellectual Property* Protection Terms

Annexure 2

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of **TCS and its subsidiaries as applicable (Collectively termed as '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 directly or indirectly any 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 TCS. 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 Associate 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;

(a) Use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorized by TCS or without having proper authorization or license or approval of the respective owner of such intellectual property rights.

(b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;

i) Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND
ii) TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.

(c) Knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity.

6. Security policies and Guidelines.

6.1 Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Information Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained, acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

(a) Process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;

(b) Abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;

(c) Promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");

(d) Promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS' prior written consent;

(e) Not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;

(f) Upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and

(g) Promptly bring to TCS' notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.

6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use third party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such third party services provider or sub-contractor's compliance with TCS' obligations hereunder.

7. Working in SBWS™ Framework:

Associate may be required to work in TCS offices or its Client's 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.

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 the Confidentiality, Data and IP Protection Terms 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 any claim or liability of any party, 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, 1996 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, Data and IP Protection Terms 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, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality, Data and IP Protection Terms shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer on _____ .
I hereby accept this Offer and intend to join service on_____.

Name: Mr. Nagulla Basava Veera Mohan
Address:

Signature:
Date: